TOWN OF EASTHAM

ANNUAL REPORT
1999

FORWARD

This year each employee was offered an opportunity to add a comment to the Town report. You will find these visions or views of the future scattered throughout the book. Please take a peek at what your employees see as the future of Eastham.

OUR COVER

Eastham is a beautiful place both winter and summer. Our cover is a picture of Thumpertown Beach taken in February, 1999 by Greg MacDonald of the Cape Codder *newspaper. We thank Mr. MacDonald for his permission to use this picture for our cover.*

REPORTS

of the

TOWN OFFICERS

of the

TOWN OF EASTHAM

for the year

1999

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TOWN OF EASTHAM

Incorporated in 1651 | Population 1998 | Town Census 5550

ELECTED OFFICIALS

SENATORS IN CONGRESS

Edward W. Kennedy, Boston	2000
John Kerry, Boston	2002

REPRESENTATIVES IN CONGRESS - Tenth Congressional District

William D. Delahunt	2001

STATE SENATOR - Cape and Island District

Henri Rauschenbach, Brewster	2001

REPRESENTATIVES IN GENERAL COURT - Cape and Island District

Shirley Gomes	2001

COUNTY COMMISSIONERS

Mary J. LeClair, Mashpee	2001
Christine B. Dolen, Falmouth	2001
Robert A. O'Leary, Cummaquid	2002

BARNSTABLE COUNTY ASSEMBLY OF DELEGATES

Mary Lou Petitt	2001

MODERATOR

Henry Curtis	2000

BOARD OF SELECTMEN

Thomas L. Newton, Chairman	2001
Kenelm N. Collins	2002
Madeleine A. Bebout	2001
David W. Crary	2000
Linda A. Burt	2002

TREASURER COLLECTOR

Joan M. Plante	2002

TOWN CLERK

Lillian Lamperti	2002

LIBRARY TRUSTEES

Ian Aitchison	2001
Susan Vance	2002
Harold Goemaat	2000

HOUSING AUTHORITY

David Skiba (1 yr. Unexpired term)	2000
Doreen Cahill (2 yr. Unexpired term)	2001
Peter Markunas (3 yr. Unexpired term)	2002
Scott Van Ryswood	2003

ELEMENTARY SCHOOL COMMITTEE

Marcia Nickerson, Chair	2001
William Sbordon	2001
David Sheptyck	2002
Jean Leyton	2000
Josephine Mines	2002

NAUSET REGIONAL SCHOOL COMMITTEE

Dawn Skiba	2000
Eastham - William Sbordon	2001
Wellfleet - Roger Putnam, Jr.	2001

APPOINTED OFFICIALS

BOARD OF ASSESSORS

Brian Drake, Clerk	2001
Scott Van Ryswood, Chairman	2002
Daniel J.Scholl, Vice Chairman	2000
Gordon Avery, alternate	

BOARD OF HEALTH

Derek Cannistraro	2001
Felix Conte	2001
Paul Lothrop	2000
Jeanne Morello	2002
Robert Olsen, Chair	2000

BOARD OF HIGHWAY SURVEYORS

George Burgess, Chairman	2001
William Reade, Vice Chairman	1999
Donald K. Schmahl	2000

BOARD OF REGISTRARS

Helen Kreber, Chairman	2003
Maureen Fagan	2000
Mary P. Doyle	2000
Kathleen Fogg, Asst.	2000
Patricia Christianson	2000
Walter Ross, Asst.	2000
Cae Williams, Asst.	2000
Lillian Lamperti	indef

CAPE COD COMMISSION REPRESENTATIVE

Madeleine A. Bebout	2000

CAPE COD REGIONAL TECHNICAL SCHOOL COMMITTEE

David W. Fuller	2001
Bernard Richardson	2002

CONSERVATION COMMISSION

William P. Burt	2000
George Higgins	2001
S. Kyle Hinkle	2001
David A. Hoerle	2002
Martin McDonald	2002
Dennis Murley	2002
Toni Stoker	2000

COUNCIL ON AGING

Elizabeth Beard	2002
Gertrude Burgess	2002
David W. Fuller	2000
Mary Goemaat	2000
Edward Larson	2001
Kathryn J. Mickola	2002
Luella Mountain, Chair	2001

Lois Powers	2001
Dorothy Skeats	2001
Stephanie Whalen	2000
Jane Wood	2000

EASTHAM CULTURAL COUNCIL

Kate Berg	2000
Robert Bylaska	2000
Jo Leal Clark	2001
Ginny Delaney, Chair	2000
Cynthia E. Hamlin	2000
Delores Higgins	2001
Virginia Horton	2001
Donna Knight	2000
Betsie Lind	2000
Maggie Mack	2000
Marilyn Schofield	2001
Dilys Smith	2000
Frank Smith	2000
Judith Williams	2000

FINANCE COMMITTEE

Joyce E. Brookshire	2001
David W. Burke	2002
Marilyn Crary, Vice Chair	2000
John E. Dowman	2002
William A. Opel	2000
Kathleen Fogg	2002
Richard P. Morello, Chairman	2001
John D. Paton, III	2000
Alfred Sette	2001

HISTORICAL COMMISSION

George Abbott	indef
Edward Bolton	indef
Charles Deane	indef
Edmond J. Hartnett	indef
Nancy Heller	indef
Linda E. McCausland	indef
Katherine Sette	indef

HUMAN SERVICES ADVISORY COMMITTEE

Min Koblitz	2001
R. Gordon Major	2001
Deborah Meguerdichian	2002
Nina E. Opel	2002
Mary Rapaport, Chair	2002
Dilys Smith	2000
Susan Vance	2000

LONG RANGE PLANNING COMMITTEE

George Abbott	indef
Kenneth Ainsworth	indef
Mario Dini, Vice Chair	indef
Bernard Kaplan	indef
Walter Ross	indef

OLD TOWN CENTER HISTORIC DISTRICT COMMISSION

Ian Aitchison	2002
Richard J. Benedict (alternate)	2000
Charles Deane	2001
Thomas G. Lenox	2001
Nina Opel (alternate)	2000
Chester Ranlett	2002
Kathryn Sette, Chair	2000

OPEN SPACE COMMITTEE

George Abbott, Vice Chair	2000
Clifford Ambrose	2002
Terry Chesney, Chair	2001
Jeff Havlick	2001
Susan Horton	2000
Katherine Krouch, Clerk	2002
Toni Stoker	2002

PLANNING BOARD

Thomas Brady	2001
Donald Facey	2000
Kevin Holland	2001
Craig Nightingale (alternate)	2001
Leslie Morse	2002
Joseph Rego	2000
Howard Sandler, Chair	2002
Peter Wade, Vice Chairman	2001

PUBLIC ACCESS COMMITTEE

Richard Adelman	indef
Howard Carpenter	indef
Doris Curtice	indef
Charles R. Farrell	indef
David Kern	indef
Elinor Kern	indef
Jeanette L. Marcucci	indef
Grady Scholl	indef

RECREATION COMMITTEE

Warren Kerry, Chairman	2001
Thomas O'Hara, Vice Chair	2002
Peter Quill	2000
Eileen Ryan	2001
Chris Thompson	2002

RECYCLING COMMITTEE

Charles W. Beattie	indef
Bob Chesney, Chairman	indef
Robert Nusbickel	indef
Don Sander	indef

SEARCH COMMITTEE

Sue Chad, Clerk	2000
Harold Goemaat	2000
Dilys Smith	2000

2025 COMMITTEE

Ian Aitchison	2002
Richard J. Benedict	2002
Mario Dini	2001
Kevin Holland	2002
Christopher Lovelock	2001
William Nugent	2000
Robert Olsen	2000
Walter Ross	2002
Toni Stoker	2002

350TH ANNIVERSARY COMMITTEE

Rosemary Abbott
George Abbott
Todd Bohannon
David Burke
Donovan Cornish
Jack Dowman
Martha Gajewski
Nathaniel Goddard
Harold Goemaat
Jennifer Harris
George Higgins
Steve Horton
Curry Hoskey
Prudie Kerry
Darian Lenox
Shirley Mather
William Nugent
Jim Owens
Robert Penney
Sheila Rooney
Dawn Skiba
Don Sparrow, Honorary Chairman
Bonnie Snow, Orleans, ex-officio member
Jeffrey White, Wellfleet, ex-officio member

WATER RESOURCES ADVISORY COMMITTEE

Sonja Boynton	2001
Robert Gardner	2000
Stanley C. Holt	2002
Muriel Lightfoot	2002
William R. Nugent	2000
Karl Weiss, Chairman	2001
Peter Whitlock	2001

ZONING BOARD OF APPEALS

Joseph Berry	2000
Robert Bylaska	2000
Philip Livingston (alternate)	2000
William R. Nugent (alternate)	2000
Edward Stewart, Vice Chair	2001
Roger Thurston, Chairman	2001

BOARD OF SELECTMEN

The past year has proved to be a very eventful year for the Town of Eastham. The voters have approved the new fire station and ground is expected to be broken for it in April of 2000. The Fire Station Building Committee has been hard at work and at this writing has put out the bids for a general contractor. When the fire station is complete Eastham will have upgraded all of its major buildings and with good maintenance schedules should have many years of service from them.

The budget for this year is nearly complete and will reflect a decrease in the municipal side of nearly seven percent. This is offset by increased school spending and results in an overall budget about one and a half percent below last years.

We would like to welcome our newest selectperson Linda Burt. Linda replaces long time selectman Bob Mumford. Our thanks go out to Bob Mumford and we wish he and his family well. Linda has done an excellent job getting up to speed and is providing valuable service to the town.

The Eastham 350th Committee is hard at work and has several wonderful ideas in the works to celebrate this milestone in the Town's history. The Committee is always looking for new ideas and all are welcomed to attend their meetings and participate.

Selectman David Crary has chosen not to seek another term. The Board would like to thank David for his service to the Town and wish him all the best. At this writing several people have expressed interest in running for this seat on the Board.

I would like to close by urging everyone to be active in their Town's government. Your elected officials can only respond to your wishes and needs if we know what they are. Please become involved.

Respectfully submitted,

Thomas Newton, Chairman
Eastham Board of Selectmen

"Each child is ... uniquely special, inquisitive, impressionable, a resource, yearning for family love, an investment in world-wide humanity – now and in the future."

"Each child needs to be ... listened to, respected, read to, treasured, given time and patience as they grow- and given the opportunity to feel loved every day."

Louise M. Morris

TOWN ADMINISTRATOR

This is usually an opportunity to summarize the previous year's events and look forward to the new. In keeping with that tradition, it is of note that Kathleen Fogg has moved on this year to concentrate more time on her antique and doll repair business, and Carol Martin has taken the position of Administrative Secretary for the Town Administrator. But even in keeping the tradition, I want the focus to be on the dedicated staff who serve in the many positions in the Town.

This year in honor of the year 2000, it seems fitting to really make this Administrator's report a tribute to the men and women who deliver the various services and perform the tasks that make this Town run. I hope that you read with care the reports of the departmental managers and recognize that within those short reports is the essence of the daily tasks and challenges that they and their support staff face each day, and needless to say, these challenges are well met and well handled. The men and women who work for the Town of Eastham are truly unsung heroes and if you see them in or out of work remember that they have the best interests of the Town and its citizens at heart in each endeavor.

In closing, some special mention needs to be made of the individual who produces this report annually. Each year Yvonne Martell handles the preparation of this document from the bidding, to notices to committees, boards and departments that reports are due, through proofreading, and final production review. Without her dogged pursuit of those of us who are late with the reports, and her attention to detail in bringing the project together, I would not be writing here and you would not be reading this. A special salute to Yvonne this year for jobs well done in the past and looking forward to the future.

"I have been employed by the Town of Eastham since June 1996. My vision of town government has changed tremendously. Being on the inside and looking out is totally different than looking in. I now have a much better understanding of how and why decisions are made the way they are and have full confidence with our present administration."

Elaine M. Boyd

BOARD OF ASSESSORS

On January 1, 1999, the Town of Eastham had 6,266 taxable real estate parcels and 3,101 taxable personal property accounts. The total valuation increased from $828,300,900 on January 1, 1998, to $847,329,700 on January 1, 1999. The increase was due to new growth resulting from subdivisions, new construction and new personal property accounts. The Board of Selectmen held a public hearing on November 29, 1999, in accordance with Chapter 369 of the Acts of 1982, to determine the percentages of the tax levy to be borne by each class of property for Fiscal Year 2000. The Board voted at that meeting to adopt a single tax rate for all classes of property. The tax rate was certified at $11.71 per $1,000 on December 9, 1999, and New Growth was certified at $240,635 on December 3, 1999. The Fiscal Year 2000 tax bills were mailed on December 21, 1999.

The Board of Assessors acted on 122 exemption applications for Fiscal Year 1999 in the following categories: 82 for veterans, 8 for the blind, 30 for the elderly and 2 for hardship. The total tax exempted was $43,392.82 ($24,713.62 for veterans, $4,000.00 for the blind, $14,000 for the elderly and $679.20 for hardship.) There was a total of 33 applications for real estate abatements and 33 for personal property abatements for Fiscal Year 1999.

The Town's data collection project is still in progress. The Town's contractor, Real Estate Research Consultants, Inc., is responsible for measuring and photographing the exterior of every building in town and inspecting its interior. The Board requests and appreciates the cooperation of all property owners in allowing access to their properties so that we may gather and maintain accurate property data. The project is expected to be completed by the end of the summer of 2000.

The Town has hired the firm of Vision Appraisal Technology, Inc., of Northboro to conduct the Real Estate portion of the Fiscal Year 2001 Revaluation. The fair market value of all properties on January 1, 2000, will be determined using sales which occur in 1999. The last Revaluation took place in Fiscal Year 1998 and was based on sales which occurred in 1996. ACONE of Taunton has been hired to conduct the Business Personal Property portion of the Fiscal Year 2001 Revaluation. The company will visit each business in order to list and value the taxable personal property.

I would like to express the Board's appreciation of the high degree of competence and dedication demonstrated by the Assessing Department staff in the performance of their duties. The Board also wishes to thank the taxpayers for their support and understanding of the tax assessment process.

Respectfully submitted,

Scott Van Ryswood, Chairman

TAX RATE RECAPITULATION

I. TAX RATE SUMMARY

Ia.	Total amount to be raised (from IIe)	$12,766,856.24
Ib.	Total estimated receipts and other revenue sources (from IIIe)	2,844,625.46
Ic.	Tax levy (Ia minus Ib)	9,922,230.78
Id.	Distribution of tax rates and levies	

CLASS	(b) Levy Percentage (from LA-5)	(c) IC above times Each percent in column (b)	(d) Valuation by Class (from LA-5)	(e) Tax Rates (c)/(d) x 1000	(f) Levy by Class (d) x (e)/1000
Residential Exempt	92.5032%	9,178,380.98	783,807,400	11.71	9,178,384.65
Open Space	0.0000%	0.00	0		
Commercial Exempt	4.1305%	409,837.74	34,998,700	11.71	409,834.78
Industrial	0.3638%	36,097.08	3,082,400	11.71	36,094.90
SUBTOTAL	96,9975%	—	821,888,500	—	9,624,314.33
Personal	3.0025%	297,914.98	25,441,200	11.71	297,916.45
TOTAL	100.0000%	—	847,329,700	—	9,922,230.78

Board of Assessors of Eastham 11/29/99 (508) 240-5900

D.J. School Brian Drake Scott Van Ryswood

Do Not Write Below This Line - For Department Use Only

Reviewed by B. Dakin
Date 12/8/99

Signed/James R. Johnson
Director of Accounts
12/9/99

BOARD OF HEALTH

The Board: Bob Olsen, Jeanne Morello, Derek Cannistraro, Felix Conte, and Paul Lothrop, is to be commended for its many accomplishments this year. This was the last year before the Title 5 Code transition rules were to expire, and the Board was inundated with almost 500 septic permit applications and hundreds of building project reviews. Jeanne Morello was succeeded by Bob Olsen as the chair. Fortunately, this Board had some seasoning, because it was called upon to make many difficult decisions. New regulations were enacted:

REGULATION IB – Disposal Works Construction Permit Where the Board grants a variance, etc. from the requirements of Title 5, that variance is valid for one year, and the permit is valid for one year. Other permits are valid for three years, as per Title V.

REGULATION IE – POLICY AND GUIDELINES FOR TITLE 5- STATE ENVIRONMENTAL CODE

A. The definition of a bedroom has been further refined in regulation.

B. New Construction for an Existing Dwelling has been defined as any proposed increase to habitable area equal to or greater than 120 square feet. New construction requires installation or upgrade of the existing system to Title V.

C. Failure of a septic system at inspection is expanded to include a single cesspool, or a converted cesspool system where the subsurface water level is less than 5' below the bottom of the leach tank.

D. Systems Serving New Construction of an Existing Dwelling. For systems built under the 1978 version of Title V, the size of the existing system shall not be considered in determining the number of bedrooms currently allowed for the existing or new dwelling. The maximum number of bedrooms allowed shall be determined by the number of bedrooms in the existing house, or the size of the lot, allowing 10,000 square feet per bedroom, which ever is greater.

REGULATION 2(A) Drinking Water: Private Well Regulations

Approval of any well as a supply of potable water shall require water testing consisting of both "routine tests" (coliforms, nitrates, pH, Conductivity, Sodium and Iron) and Volatile Organic Compounds.

Some of these had already been in effect either as regulations or policy.

SMOKING. The Board finalized a smoking regulation, prohibiting smoking in workplaces including restaurants in town beginning January 1, 2000. This went twice before the Town Meeting, and passed both times. It is now in effect.

STAFF. We do not now have an assistant health agent. The county provided summer help and we have a new part time clerk, Jan Shea.

PUBLIC HEALTH. Our Chairman Bob Olsen shares Commissioner Koh's priority for wellness. We have attempted to sponsor wellness programs for our citizens.

The annual flu and pneumonia clinic sponsored by the Board was held in October and November. A total of 443 doses of Flu Vaccine and 26 doses of Pneumonia Vaccine were administered, as well as 152 (includes Nauset Regional High School) doses of Tetanus/Diphtheria Vaccine.

WATER QUALITY. Monitoring of the landfill has continued. We continue to see reductions in volatile organic chemicals as a result of the capping. We have had no occupant wells with excedences.

We have been working on developing databases of water test results, linked to our GIS (Geographic Information System). When completed, this will permit us to make maps of water quality for the town.

HAZARDOUS WASTE. The annual Household Hazardous Waste Collection was less attended than last year, with 105 households visiting. This program removes hazardous material from the town environment, which could contaminate

the groundwater if improperly disposed. We believe that the lower attendance is due to the large amounts that have already been removed.

FOOD SAFETY. Again, we are happy to say that we had no major problems in this area. Each establishment was inspected at least twice.

Imogene Tibbetts, R.S.
Health Agent

BUILDING DEPARTMENT

In calendar year 1999, we issued 593 Building Permits, 140 of which were for new homes, and collected $134,263.05 in fees. 2,372 inspections were made during various stages of construction, and 198 Certificates of Occupancy were issued.

Building permits are still coming in at a steady pace, as homeowners and builders are obtaining building permits in order to begin construction on all of the lots which were approved for septic permits prior to the implementation of the State Environmental Code, Title V, which limits the number of bedrooms on pre-existing non-conforming lots.

As Zoning Enforcement Officer, I reviewed permit applications and issued 40 "Letters of Denial" to property owners, enabling them to petition the Zoning Board of Appeals for either a Variance or a Special Permit.

Respectfully submitted

Kenneth Bates
Inspector of Buildings
Zoning Commissioner

PLUMBING & GAS

In 1999, 341 Plumbing Permits and 363 Gas Permits were issued. 584 Plumbing inspections and 472 Gas inspections were made. Total receipts for the Calendar Year 1999 were $36,882.00.

Respectfully submitted,

Scott Van Ryswood
Plumbing & Gas Inspector

WIRING

During the Calendar Year 1999, the following inspections were made:

Temporary	37
Service	262
Rough	271
Final	323
Reinspections	104
Advisory	63
Fire	3
Code	38
Total	1,125

Total Receipts turned in by the Wiring Inspector was $24,235.00.

Respectfully submitted,

Wallace Adams
Wiring Inspector

CAPE COD COMMISSION

The Cape Cod Commission (CCC) was created in 1990 by an Act of the Massachusetts General Court and a referendum of Barnstable County voters. As a direct result of an unprecedented growth boom in the 1980's, the Cape Cod Commission Act found that Cape Cod/Barnstable County, possesses unique cultural, historical, natural, coastal and other values which are threatened by uncoordinated or inappropriate uses of the region's land and other resources. The CCC was established as a regional planning and regulatory agency to prepare and implement a regional land use policy plan for all of Cape Cod. The CCC provides regulatory tools and assistance to all 15 Cape towns, including review of Developments of Regional Impact, establishment of impact fees and development agreements, and designations of Districts of Critical Planning Concern.

The following is a list of examples of CCC activities that were of benefit to Eastham in 1999:

- The CCC provided assistance to Eastham's Historical Commission in reviewing projects that affect historic resources in the community and in developing historic preservation grant proposals.
- The CCC continues to work with the Long Range Planning Advisory Board to implement the Local Comprehensive Plan (LCP). The Board is mobilizing to begin the required five-year update of the LCP, due in 2001. Eastham also created the "2025 Committee" in July, which is charged with developing a strategic plan to fulfill the vision articulated in the LCP. Currently the CCC is working with the Committee to plan and facilitate a "vision workshop" in which the existing vision statement will be revisited and other local growth issues explored to help build consensus around a town-wide growth policy.
- The CCC helped organize and worked with the Lower Cape Wireless Working Group on a regional effort to coordinate the siting of wireless facilities on the Lower Cape.
- The CCC has begun work on a Regional Open Space Plan for Cape Cod. A series of regional meetings were held to identify local open space protection goals. Completion of the plan is expected in 2000, with additional meetings scheduled to gather information at the local level.

- The CCC provides direct technical assistance and services to Eastham. In 1999 Transportation staff at the CCC performed traffic counts, assisted in obtaining funds for transportation projects, and updated the Transportation Improvement Plan.
- The CCC began the "Rural Roads Initiative" to develop appropriate road design guidelines.
- The CCC made recommendations to Eastham for the design of Route 6 intersection improvements.
- The CCC provided assistance to Eastham and the Cape Cod National Seashore on the reconstruction of Doane Road.
- The CCC contributed to the National Park Service's Vernal Pool Study.
- The CCC completed the "Cape Cod Coastal Embayment Project," which studied nitrogen loading in 10 bays and harbors Capewide, including our own Nauset Marsh.
- In 1999 $110,000 in local HOME funds and $50,000 in Barnstable County rental funds were awarded to the Gull Hills (formerly Gull Cottages) affordable rental project, targeting the conversion of an existing cottage colony into seven units of affordable rental housing for very low and low-income families.
- The CCC submitted the three-year Barnstable County HOME Consortium Cooperation Agreement, which will allow Barnstable County and all 15 towns to continue to receive federal HOME dollars annually.
- The CCC helped create the Housing Land Trust for Cape Cod, an entity whose mission is to acquire land and/or buildings for the sole purpose of creating affordable housing in perpetuity.

The membership of the Commission consists of one appointed representative from each town, one County Commissioner, one minority representative, one Native American, and one representative appointed by the Governor. Meetings of the CCC are held every two weeks on Thursday at 3:00 P.M. in the Assembly of Delegates Chamber, First Barnstable District Court House. Standing Committees (Planning, Regulatory and Executive) meet every two weeks on the preceding Mondays. The "Reporter" newsletter is published every two weeks and is an excellent source of information on meetings and issues. To subscribe to the "Reporter" or to obtain copies of any documents mentioned in this report, kindly contact Nancy Hossfeld, Communications Coordinator, at 508-362-3828, or check out our Web site at www.capecodcommission.org.

Since 1993 I have served as your CCC representative. In 1999 I was a member of the Regulatory Committee and the Transportation Committee. I welcome any comments or questions you may have about issues of importance to our Town. You may reach me by telephone at 508-240-1535 or by fax at 508-255-5820.

Respectfully submitted,

Madeleine A. ("Vicky") Bebout

CAPE COD REGIONAL TECHNICAL HIGH SCHOOL DISTRICT

Once again, we would like to thank the members of the communities in our district who have given us the opportunity to be of service to them. Cape Cod Tech students and staff members completed many major projects for a number of our district towns, which created a considerable savings for the taxpayers. We were privileged to serve a multitude of district residents by providing services in the various vocations taught at Cape Cod, enabling our students to refine their skills while instilling pride in their accomplishments, which is the ultimate goal of vocational technical education. The Cape Cod Tech Horticulture shop constructed planters and performed stump grinding and landscaping of Nauset High School.

In addition to vocational projects being completed by Cape Cod Tech for various towns, we also served the communities in other ways such as offering adult education and training programs in which over two hundred students participated in more than twenty-five different occupational related course offerings. We provided a program which taught Customer Service/Computer Skills to adult JTEC (Job Training & Employment Corporation) clients who were JTEC eligible and over 55 years of age. Through a JTEC Summer Youth Employment and Training Grant, eighty-four students participated in this program in which vocational, academic and life skills were taught to all participants. Cape Cod Tech also offers a summer career exploratory experience in both traditional and non-traditional occupations. This is a six-week program which is open to Cape Cod Tech District students in grades 5 through 8. Students are given the chance for "hands-on" experience in a variety of shops taught by vocational technical instructors.

The trend of increased enrollment is continuing. It has increased by 5% this year. We are very pleased to have added a full time Technology Coordinator to our staff who supervises all of the technology needs of the school. He oversaw the creation of a building wide network.

A Hospitality program has been added to our vocational-technical program list this year. The students were able to experience several different functions at restaurants and hotels throughout the cape community. The Cape Cod Five Cents Savings Bank in conjunction with the Business Technology program now operates the Crusaders Branch of Cape Cod Five in the school.

We look forward to the Dental Assisting Program's implementation of a Community Dental Clinic here at Cape Cod Tech for the next school year. The clinic will serve the Lower Cape, Mass. Health and the lower income population.

This is the second year in which our students were administered the MCAS test (Massachusetts Comprehensive Academic Assessment System). We are very proud to announce that the results from last year's MCAS testing were such that Cape Cod Tech was ranked third compared with all the other vocational-technical schools in Massachusetts. We sponsored a symposium for parents on the MCAS tests and additionally offered a MAP School (MCAS Academy Preparation School) for 9th and 10th graders to give extra assistance to those who might need or want it.

Several of our clubs had a very exciting year competing in various different competitions in their respective fields. Fifty-six students attended the VICA District Competition (the Vocational Industrial Club of America), returning with five gold medals, five silver medals and five bronze medals. All of the medalists went on to the state competition where the contestants won six gold medals, one silver, and one bronze. Four of the gold medal winners and their instructors went to Kansas City, Missouri to compete in the national competition, the Skills USA Championship in which they earned a gold medal for Dental Assisting and a gold medal for Automotive Service Technology. The Future Farmers of America (FFA) students placed second

in the Massachusetts Safe Tractor Contest, third in the Massachusetts Floriculture contest and second in the Massachusetts Reporters contest. The Distributive Education Clubs of America (DECA) students competed in the South Region competition in Falmouth where one of the students earned a gold medal.

The District has continued its practice of upgrading the facility particularly in the area of replacing heating and air conditioning ducts and ceilings, blacktop re-paving and window replacement. Technology has received major emphasis this year as to computers and networking the schools.

On behalf of the School Committee, our twenty-fourth graduating class and the students, faculty and staff of Cape Cod Tech, we thank you for your continued support of vocational technical education.

Respectfully submitted,

Bernard Richardson and David W. Fuller
Current School Committee Members from the Town of Eastham

CONSERVATION COMMISSION

Fully cognizant that the responsibilities of the Eastham Conservation Commission basically center on and relate to the wetland areas surrounding our town, we are as a commission concerned with the totality of our community, if not by legal definition, then surely by obvious reality. To this end, your commission precedes its report by quoting the retiring words of Susan L. Nickerson as she stepped down from her position as Executive Director of the Association for the Preservation of Cape Cod:

"What is ahead for the environment of Cape Cod? Clearly growth and its associated impacts are still outpacing conservation efforts, so we must continue to focus on growth relative issues. APCC recently adopted a long-range plan highlighting the following goals:

- Saving every possible piece of valuable open space;
- Establishing and implementing a Local Comprehensive Plan for each town on Cape Cod;
- Slowing the rate of development, especially residential, and controlling its location and type;
- "Un-develop" unsightly and environmentally damaged areas, and "re-develop: our Cape towns consistent with the vision of the Regional Policy Plan and Local Comprehensive Plans."

These timeless words expand on your Conservation Commission's responsibilities; they touch on our very reason for being. As such growth impinges on our wetland protection areas, we have endeavored to be watchful and alert.

The Eastham Conservation Commission consists of seven volunteer members appointed by the Selectmen. The Commission's primary responsibility is the protection of Eastham's wetland resource areas through the interpretation, administration, and enforcement of the State Wetlands Protection Acts (MGL 130, SEC. 105 and MGL 131, SEC. 40), the State Wetlands Restriction Acts (MGL 130, SEC. 105 and MGL 131, sec. 40A) and the Eastham Wetlands Protection By-Law. In 1999 the Commission reviewed 83 projects and issued 41 Orders of Conditions, 5 Denial Orders of Conditions, and 35 Determinations of Applicability for applicants who proposed construction or other work on or near wetlands. The Commission also issued various extensions, certificates of compliance, Enforcement Orders and other processes relative to the protection of our wetland resources. The Commission holds

public hearings on alternate Tuesday evenings. Each hearing is preceded by an on-site inspection by Commissioners who walk the property and view the location and extent of the proposed work.

The Commission continues to benefit from an active and cooperative relationship with the Cape Cod National Seashore as well as with the Conservation Commissions in the other towns of the Outer Cape. It is increasingly evident that the Commission, other town boards and committees, as well as the town itself will profit from the newly established program by which some four times a year the chairmen of all such authorities meet together. Several such meetings have already established this to be a valuable means of communication, interaction, and an understanding of areas of responsibility that overlap or touch closely on our varied endeavors. It is a new concept proving itself long overdue.

As a commission we deeply regret the loss by resignation of Fred Fenlon and Vincent O'Brien along with the retirement of Richard Ryder. They have served our community well. On the plus side we have been thoroughly fortunate in the accession of Kyle Hinkle and Martin McDonald and the re-accession of William Burt, all of whom have "hit the ground running."

This report cannot be concluded without a testimonial that affirms how consistently invaluable have been the insights of our Natural Resources Officer, Henry Lind, and the unending patience of our Secretary and Clerk, Kay Stewart-Greeley.

The Commission, as always, wish to remind property owners that gifts of land for conservation and/or recreation are increasingly vital and most gratefully received. Please contact the Natural Resource Office or the Conservation Commission for additional information.

Respectfully submitted,

George B. Higgins, Chairman

COUNCIL ON AGING

The Council on Aging continues to offer many classes and programs that tend to make our Senior Center a very busy place. Classes are offered in crafts, needlepoint, painting, Tai Chi, aerobics, bridge, memoir writing, knitting, French, and Humanities. Congregate luncheons are held on Monday and Wednesday noon. These are available to anyone who makes a reservation. The first and third Friday morning programs offer something interesting for everyone such as music, drama, films, speakers, antique appraisals, and intergenerational get togethers. In addition to these classes, the COA staff assists with medical insurance counseling, tax abatements, fuel assistance, and other applications for entitlement programs.

Classes and practice time keep the computer room in constant use. Two volunteer instructors and our Director offer instruction in the basics of *Windows 98, Quicken, Word, Word-Perfect, Turbo-Tax, Family Tree Maker,* and *Microsoft Works.* The world of the Internet is also covered extensively. Through the assistance of John Schultz, a volunteer from Computers for Seniors, we were able to make our presence available on the Internet. Check us out at www.capeandislandscoas.org/eastham.html.

Cecille Carpenter and Hilda Davenport of the Outreach staff arrange daily service to Eastham's older home-confined citizens. Vera Matousek, outreach worker, retired at the end of June after 10 years of service to the Town.

Sandra Szedlak, Director, and Bette Klinger, Secretary, coordinate all the activities of your COA and are available daily at the office.

The travel program of the FECOA (Friends of the Eastham Council on Aging) continues to be of interest to our COA members and the community. This is due to

the on-going efforts of Robert and Trudy Novotny and Jeanette Marcucci. Both day trips and travels abroad are scheduled throughout the year.

The Lower Cape Adult Day Center (255-6734) operates Monday through Wednesday, and Friday. The staff of Kathy Gill, Patricia Ryder, and Sandra Shelton provides programs to benefit their clients with instructional activities and one-on-one attention. Their families or the B-Bus provide transportation for the clients.

The additional financial assistance from the FECOA provides for any of the capital improvements to the Senior Center building, its furnishings, and its vehicles. A new office space was designed and built, with funding from the Friends, to be used when a one-on-one situation is necessary. A new sound system and gas heating system has also been installed. The Senior Center is an attractive and inviting place for the older citizens of our community. We owe the "Friends" a debt of gratitude.

EASTHAM CULTURAL COUNCIL

Eastham Cultural Council is a town appointed committee, falling under the guidelines of the Massachusetts Cultural Council. The Council receives $3,300.00 from state lottery to award grants for the cultural benefit of the town. This year the council received a matching Incentive Grant or $3,300.00 and was able to award eleven grants. The grants include:

Eventide Festival
Project Concern - youth dance group
Nora Dooley - storyteller
Manguito - Latin American musicians
Quintessential Brass - concert
Folk music demonstration at High School
Unseen Boarders - Storytelling at library
John Porcino - Storytelling at Hands on Arts Festival
Cape Cod Festival of High School Theater - C.C.C.C.
Re-enactment of the First Encounter
Hands on Arts Festival

The Hands on the Arts Festival was held in June with a wonderful turnout by local and visitor populations. The Festival was held over two weekends with three major concerts, two dance performances, five musical presentations, one storyteller, an art show and sale on the Green, youth and C.O.A. art show in town hall, a rug hooking show, six hands on art activities free for the public, special guided tours, videos and movies, lifesaving lecture, a full Breechers Buoy demonstration and ten classes taught by master artists.

The Council also held a lively and fun dance at the Sheraton in November with the New England Swing Orchestra. There were beautiful dancers and a good time for Eastham people and visitors.

The Third Hands on the Arts Festival will be held on June 24th and 25th, 2000 with many of the same type activities but new and exciting performances during the weekend. Master classes are planned for the fall in late September or early October.

The Eastham Council was given a grants "streamlining" capability from the Mass. Cultural Council based on the council's attendance at training sessions, a history of problem-free grantmaking, evidence of adequate administrative practices and a monitoring of members terms and leadership positions.

The Council looks forward to continuing the goals of excellence, diversity, and expansion of the Arts in Eastham in the 21st century.

Respectfully submitted,

Virginia Delaney

EASTHAM SCHOOL COMMITTEE

Through the dedicated efforts of Superintendent Michael Gradone, Principal Dan Shay, District Director of Curriculum Linda Medeiros Stevens and the teachers of the Eastham Elementary School, significant steps have been made to increase the level of achievement of our students. The Superintendent's report states that our Fourth Graders' scores earned the twenty-second best standing in the State. The School Committee is confident that the scores will be even higher this year.

We are grateful to those who contribute to making our Eastham school a source of pride: Principal Dan Shay, teachers, staff, volunteers and the citizens of Eastham who staunchly support our educational goals.

Respectfully submitted,

Marcia C. Nickerson
Chairman

EASTHAM ELEMENTARY SCHOOL

During 1999 Eastham Elementary School continued to focus on continuous Improvement of Student Achievement. The alignment of the Pre-Kindergarten through Grade 12 District curriculum with the State's frameworks initiative remains a priority.

Professional inservice opportunities for our teaching staff have focused on early literacy (reading, writing). We have improved our mathematics, science and history/social science teaching resources. We are maintaining respectful class sizes and instructional support services to achieve the goal of improved students achievement levels.

Students attendance is being monitored as it correlates to success in learning. The addition of a Director of Curriculum and Instruction at the District level has provided a focus and support not available to us in prior years.

Eastham Elementary welcomed several new staff members in September of 1999: Mrs. Cary Crocker (Grade 3); Miss Teresa Dus (Grade 4); Ms. Caitlin Grue (Special Needs Educational Assistant); Mrs. Rebecca Greco (Special Needs Educational Assistant), and Ms. Carol Credit (Cafeteria Worker) and Mr. Mark Santos (Custodian).

Enrollment continues to decline, resulting in improved class size and student to teacher ratios. School volunteering continues to thrive as does our Parents' Group support. Nauset Regional High School students as well as senior volunteers from the America Reads program, and others regularly provide assistance in all aspects of the school day.

We are discussing the various ways the students can observe the celebration of the Town of Eastham's 350th anniversity in 2001.

Our School Improvement Council continues to support the overall program here at Eastham Elementary

The tireless efforts of School Committee Chairperson, Mrs. Marcia Nickerson, were recognized by her receipt of the Massachusetts Association of School Committee's Lifetime Achievement Award. Thank you to Mrs. Nickerson, all members of the School Committee, and to Superintendent Gradone and his staff for their assistance and support.

Respectfully submitted,

Daniel E. Shay, Principal

FINANCE COMMITTEE

The prime function of the Finance Committee is to review the departmental budgets and to make recommendations on these budgets to Town Meeting. The Finance Committee may also consider any matter that it feels will have a fiscal impact on the Town. It may reasonably be argued that little comes before Town Meeting that does not have a potential fiscal impact on the Town.

The Finance Committee met 28 times during the year, including the public hearing, in order to review operating budget requests, capital expenditures, debt expenses and other fiscal matters. With the budget being the Finance Committee's major concern, 14 of these meetings were held in the first three months of the year.

The Committee would like to thank Al Sette, for his strong leadership, and ability as Chairman. Al has decided not to serve as Chairman for the upcoming year. Carol Martin was elected Chairman, but had to resign as a member, after she was appointed Administrative Secretary to the Town Administrator. The Committee would like to thank Carol for her years of service, and wish her well in her new position.

The Committee would also like to thank the Town Administrator, the Selectmen, Department Heads and employees for their support. Most importantly, the Committee wants to thank the citizen volunteers who spend numerous hours working on or for different committees.

Respectfully submitted,

Richard P. Morello, Chairman

"Eastham is a pioneer on the Cape in offering a foreign language to elementary students and I feel that the Town should be very proud for taking this bold and innovative step. Learning another language also teaches a child about other people, customs and culture. It instills an acceptance of others who are different from ourselves and it shows us points of connection where we are similar. As the French teacher of this pilot program, my hope and dream for the future is that other children on the Cape will have the pleasure and joy of learning a second language."

Janet Edmonson

Eastham Elementary School

FIRE DEPARTMENT

The following is a summary of the activity of the Eastham Fire Department and its Emergency Medical Services.

MEDICAL INCIDENTS:

Immediately life threatening	13
Potentially life threatening	354
Sick or injured, not life or limb threatening	878
TOTAL MEDICAL INCIDENTS	1,245

PARAMEDIC CALLS:	381
WALK-IN PATIENTS:	266
TOTAL BLOOD PRESSURES TAKEN:	1,374
MEDICAL MUTUAL AID RENDERED TO OTHER DEPARTMENTS:	48
MEDICAL MUTUAL AID RECEIVED FROM OTHER DEPARTMENTS:	37

FIRE INCIDENTS:

Service calls/Details/Assistance rendered	65
Vehicle: accidents, extrications, fires, spills	101
Brush fires, unauthorized burning, smoke conditions	56
Appliance, equip. malfunction, fire or gas leak	45
Building/Structure/Chimney fire	24
Automatic fire alarm/Sprinkler system activation (no fire)	79
False alarm/good intent	6
Public utility wires down or arcing	40
Water/Ice rescue	9
Miscellaneous (not classified above)	14
TOTAL FIRE INCIDENT CALLS	439

OTHER FIRE INCIDENTS & INJURIES ON THE FIREGROUND

Suspicious fire under investigation	6
Fire Department personnel injured	0
Civilians injured	6
TOTAL OTHER FIRE INCIDENTS, INJURIES	12

FIRE MUTUAL AND RENDERED TO OTHER DEPARTMENTS

TOTAL RENDERED	8

FIRE MUTUAL AID RECEIVED FROM OTHER DEPARTMENTS

TOTAL RECEIVED	6

CODE MANAGEMENT

PERMITS ISSUED:

Oil burners/Fuel storage tank installations	92
Fire/smoke alarms/Extinguishing systems	481
Propane storage	22
Removal of underground tanks	6
Open burning permits	1,182
Miscellaneous not mentioned above	19
TOTAL PERMITS ISSUED	1,802

INSPECTIONS PERFORMED

Oil burner (and reinspections)	70
Residential smoke alarms (and reinspections)	210
Houses for sale smoke alarms	245
Commercial fire alarms/extinguishing systems	3
Propane storage	33
Fuel storage tank installation/upgrade	50
Remove underground fuel storage tanks	6
Place of assembly/Courtesy	15
Auto service centers/fuel trucks	4
Motels/Inns/Boarding houses	11
Business/commercial (including Restaurants)	21
Inspections after fire loss/Violations	25
Fire prevention presentations	29
TOTAL INSPECTIONS	722

FIRE STATION BUILDING COMMITTEE

With the affirmative vote on Article 1 of the Special Town Meeting on November 23, 1998, and the override vote approved at the polls the following week, the work of the Fire Station Building Committee began.

The continuing meetings of the Fire Station Building Committee have resulted in the solicitation for an architectural consultant which was advertised and we received 3 proposals. After careful evaluation of their qualifications, the firm of Brown & Lindquist was chosen for the development of the design and construction drawings.

The Building Committee is now in the process of reviewing the construction drawings. Upon the approval of the plans and specifications, the bid process will commence. It will take approximately a 6 week cycle to receive bids and evaluate them, whereupon the contractor winning the bid will be assigned the project. This bid process is state mandated for governmental projects.

The Committee is now interviewing for a clerk of the works who will manage the project on a day to day basis. The first task required of the contractor is to construct a temporary fire station at the D.P.W. site adjacent to the transfer station on Old Orchard Road. The construction should begin on or about April 2000. The construction time frame for this project's completion will be a 10 to 12 month duration.

Respectfully submitted,

Anthony L. Mancini, Chairman

HARBORMASTER

A long dry and warm summer was reflected in a busy season at Rock Harbor as sports fishing was enjoyed by many recreational boaters. The continuing cooperation of our daily users of the launching facility has allowed for efficient use of the parking space and launching ramp. Rarely are there days when no parking is available, but frequently the lot is near capacity.

Dredging of the harbor is anticipated in the future in a cooperative effort with Orleans. It is anticipated that the county dredge will be utilized for this effort. The solar powered marker beacon located at the tip of the jetty at the entrance to the harbor has been in continuous use for nearly four years without any maintenance and has proved to be a valuable demonstration of the use of solar energy as well as an aid to navigation.

The remains of the *USS Longstreet* otherwise known as the Target Ship continue to deteriorate at a very slow rate. While marked by a wreck buoy the situation still presents a hazard to navigation and we are continuing our efforts to have the debris removed entirely.

Mooring permits for vessels in other areas of the town waters continues to be of benefit to boaters in the rapid identification of owners in the event of a grounding or other problems. Some 300 mooring permits were issued this season.

Many thanks to those who have helped us during the year.

Respectfully submitted,

Henry Lind
Harbormaster

BOARD OF HIGHWAY SURVEYORS AND PUBLIC WORKS

The Board continued its eighth year of work in 1999 consisting of three members from the public sector who are responsible to the Board of Selectmen as a policy-making/goal setting body. The duties of the Board include general support and advice to the Superintendent of Public Works and the Board of Selectmen.

Members: George H. Burgess, Chairman, William Reade, Secretary and Donald Schmahl

Projects accomplished in 1999 include the following:

1. Paved the following roads: Anawon Road, Aquinnah Road, Epanow Road & Squanto Road;
2. Brushing and reshaping of shoulders on various roads;
3. Maintaining, cleaning and replenishing the sand of all Eastham beaches along Cape Cod Bay and maintaining all town landings;
4. Review of Colonial Gas & MediaOne street opening permit requests for conformance with Eastham regulations;
5. Installation of new road drainage basins and cleaning of existing basins;
6. Petition hearings, revisions and approvals of utility companies' plans and improvements;
7. Inspection of private roads that have been petitioned for acceptance by the Town as a public way;
8. Maintaining and cutting all grassed areas of Town owned property; and
9. Snow plowing, salting and sanding of all Town owned roads. It should be

noted that the Town does not hire outside contractors to plow its roads. All roads are plowed by Department of Public Works employees.

State Funded Projects-Current Projects under Design/Planning

1. The replacement of the Bridge Road Bridge is moving along smoothly and should be completed prior to summer and vacation time. It should be noted this work is entirely being paid for by the state;
2. Reconstruction of a portion of Herring Brook Road in the area of Herring Pond. (As soon as construction and permanent easements can be obtained this project will be put out for construction bids.);
3. Traffic and reconstruction improvements along Route 6. Plans and construction to be paid for by the state;
4. The resurfacing and reconstruction of various streets;
5. Miscellaneous drainage basin repairs and improvements.

The Board looks forward to continuing our amiable relationship with the Town Administrator, Selectmen and DPW Superintendent, and above all, to serving the citizens of Eastham to the best of our abilities. We also want to thank the people in the DPW for their skills and dedication in the performance of their arduous duties. We invite all interested citizens of Eastham to our meetings which are scheduled for every other Thursday at 4:00 p.m. in the Highway Department garage's cafeteria.

Respectfully submitted,

George H. Burgess, Chairman

EASTHAM HISTORICAL COMMISSION

The Eastham Historical Commission held bimonthly meetings at the Public Library. Major events during the year involving the Commission were: acceptance of a role in the 350th Anniversary Committee; notification from the Secretary of the Interior that four Eastham nominations to the National Register of Historic Places had been approved; award of a matching grant by the Massachusetts Historical Commission to prepare two nominations to the National Register of Historic Places; selection by the Cape Cod National Seashore of a site plan for the Fort Hill area; selection by the Cape Cod National Seashore of a site for the French Cable Hut; award of a contract to conserve gravestones in the Cove Burial Ground; preparation of a Request For Proposal to conserve gravestones in the Bridge Road Cemetery; holding of a public hearing under the Town of Eastham bylaw "Procedure For The Demolition Of Historically Or Architecturally Significant Structures."

Members of the Commission augmented by other community representatives make up a subcommittee of the 350th Anniversary Committee for the arrangement and production of historical presentations and publications during the anniversary year of 2001. Speaker commitments have been received and several publications are in progress covering aspects of the Town's past history.

With the approval of the Secretary of the Interior the Collins Cottages Historic District, Eastham Center Historic District, Cove Burial Ground and Bridge Road Cemetery have been placed in the National Register of Historic Places. The Town received a matching grant from the Massachusetts Historical Commission for 1999-2000 to hire a professional preservation consultant to prepare two nominations for National Register districts. These districts will be created in the Bridge Road-Dyer Prince Road area and in the Old Town Centre Local district. The Commission has filed an intent with the Massachusetts Historical Commission to submit a matching

grant application for the 2000-2001, round. If authorized, the grant would be used to create a National Register district in the south town cove area and would provide for additional inventory of historic properties in all sections of the town.

In 1998 the Commission reviewed the Cape Cod National Seashore document "Site Plan and Environmental Assessment: Fort Hill" and offered comments at a public hearing. The Seashore has announced the selection of a management alternative for the Fort Hill area, the selection being the one supported by the Commission. Protracted negotiations between the Seashore and the Massachusetts Historical Commission were concluded with the announcement by the Seashore that the French Cable Hut would be moved fifty yards west to a new permanent location. The Commission and other community groups had advocated for this location in letters to the Seashore and the State Commission.

The Town has awarded a contract to Fannin-Lehner, cemetery conservators, to clean and repair 20 gravemarkers in the Cove Burial Ground. Most of the work will be done in the spring of 2000. A Request For Proposal has been prepared for the cleaning and repair of 120 gravemarkers in the Bridge Road Cemetery. A contract will be awarded in February 2000. The Commission is looking forward to all work being completed before the 350th anniversary year of 2001.

In February the Commission held a public hearing pursuant to a notice of intent filed by the Eastham Historical Society to demolish a shed at 2375 State Highway which was subject to the provisions of the Town's demolition delay bylaw covering historically and architecturally significant buildings. An onsite visit by Commission members and hearing testimony resulted in a unanimous finding that the demolition would not be detrimental to the historical and architectural heritage or resources of the Town.

The Chairman wishes to express his appreciation to Commission members for their faithful participation in the work of the Commission during the year: Vice Chairman Edward Bolton, Charles Deane, Edmond Harnett, Nancy Heller, Linda McCausland and Kathryn Sette. The Chairman also wishes to thank Sarah Korjeff Mumford, Preservation Planner, Cape Cod Commission, for her invaluable contributions to Commission activities.

Respectfully submitted,

George Abbott
Chairman

EASTHAM HOUSING AUTHORITY

In 1999 the Housing Authority owned and managed twelve units of affordable housing in Eastham. After completing replacements of four of our six septic systems last year, this year was devoted to repairing our lawns and finances. After much concentration on fiscal and accounting reports, we find that we are able to maintain our rents at or below federal guidelines for affordability while slowly rebuilding our capital reserves.

With a waiting list of deserving families and rare turnovers in our units, local market rents and housing costs rising, we must look for creative solutions to our affordable housing problems. To this end, we supported the proposed conversion of Gull Cottages on the State Highway in South Eastham to affordable units by a local nonprofit agency. We have also been working on an affordable housing zoning bylaw similar to that which has been adopted in other nearby towns. We are also discussing possibilities of adding one or two units to our own stock.

We thank the residents and taxpayers of Eastham for their continued support of affordable housing solutions in Eastham.

Respectfully submitted,

Scott Van Ryswood, Chairman
Eastham Housing Authority

HUMAN SERVICES ADVISORY COMMITTEE

As usual, applications were accepted in September. The Committee met with representatives of the 15 agencies previously accepted for town funding on behalf of Eastham residents. Committee members are also making site visits to all of the agencies. As reported last year these interviews were focused on the needs presented by Eastham residents, projections for the future, changes in program and administration, and other financial issues faced by the clients and the agencies serving them.

The trends identified last year continued and in many areas the need for assistance increased. Meeting the need for affordable housing continues to be a major problem, as more and more housing units are withdrawn from the rental market and housing prices escalate. Child care and after-school care are also areas where families are in need of additional assistance. The Eastham pre-school and Children's Place are both finding some parents unable to pay full tuition and the agencies are struggling to keep the children in care nevertheless.

Heath and mental health agencies continue to report cut backs by managed care and insurance programs with further restrictions on amount of service permitted.

We have submitted recommendations to the town administrator and have limited recommended increases to those areas we found to be priorities, including housing and child care. Small increases were also recommended for the Provincetown Aids Support Group reflecting the increase in case load in Eastham, and to Nauset, Inc. as the organization is serving more Eastham residents without state reimbursement or full private pay. A small reduction was made in the funding for Head Start, as we felt the funds could be used to amplify other local child care programs.

The Lower/Outer Cape Community Coalition applied for funding through the Human Services Committee the first time this year. The Committee met with the Director and studied a report outlining the activities of the Coalition since its inception. Because it is not a direct service agency, the Coalition does not meet the official guidelines for funding. However because the Coalition is so effective in identifying areas of human need in the lower cape and achieving solutions which provide major benefits to Eastham residents on a continuing basis, we suggested that the Coalition apply directly through the warrant process for town funding.

Respectfully submitted,

Jari Rapaport, Chairperson

INFORMATION BOOTH

The Information Booth had another successful year. 1999 was a good season, albeit a bit slower than 1998. Tourists were as funny as ever. One woman had to leave her rental cottage early because "her dog didn't like it". Another couple argued about whether or not they'd take the car over on the ferry to the Islands, or "just drive the car over like last time"(!!!).

Since opening at our present spot in 1968, we've had a prime location in which to attract the summer visitors. Over the years, I have had the privilege to have worked with many fine people: my first "mentor", Marie Hokkanen, Judy VanderMay and her father Rich VanderMay; Sue Horton; Jean Harrington and Ann Bengston for 15 years each; and Marcia Nickerson for over 20 years now.

Thank you to all for the help from Rick, Bob, and Yvonne at Town Hall; to Dave Crary's continued support and interest; to our new "boss", Mark Powers; and to the 1998 staff: Marcia Nickerson, Pat Rego, and Wilma Savin.

I hope that the townspeople and the summer residents alike will continue to utilize our Booth's services and keep us apprised of special events, vacancies, business activities, restaurant openings, etc. We will be open for the season on Memorial Day Weekend.

Respectfully submitted,

Connie Terhune

EASTHAM PUBLIC LIBRARY

The most significant event of FY99 for the Eastham Public Library was the vote at the Special Town Meeting on November 16, 1998 to purchase the Merrill property next door to the library. This property will be used to provide additional parking initially and will provide space for future expansion of the library.

The Friends of the Library funded a trial book rental program to provide additional copies of best sellers during the summer months. This proved to be very popular and was continued in FY00. The Friends also provided an additional outdoor book drop, new curtains for the upstairs bathrooms, and purchased colorful book bags to distribute to patrons during National Library Week. A new pass for the New England Aquarium was also provided by the Friends.

The Friends also sponsored a number of successful programs including a gala Meet the Authors event at the Overlook Inn on June 19, two programs given by Ken Kinkor on Witches of Cape Cod and Privateers of the American Revolution, a gar-

dening program given by David Sullivan, and a talk by Joan Anderson, author of A YEAR BY THE SEA. The library offered two monthly book discussion groups and a poetry series led by John Clark was held in March and April. The summer reading program again was highly successful. Additional children's and young adult programs were held throughout the year including a 4-H sponsored babysitting course in spring 1999, a craft program during school vacation week, and a financial aid workshop. The Director gave a presentation on libraries to the Orleans Women's Club at the Eastham United Methodist Church in January.

The library received a second year of funding from the Massachusetts Family Network administered by the Cape Cod Children's Place. The grant purchased new parenting and teacher resource books and videos, furnishings, and funded a series of performers and programs for children ages birth-3. Significant memorial gifts were received from the estates of Winifred Franklin and Elsie Bohlen; these provided additional materials and furnishings for the library. The library continued to receive memorial bequests and monetary gifts from others as well; our thanks and appreciation to all who have supported the library in this way.

The library developed an expanded Web site (www.capecod.net/-elibrary) to serve adults and children; this includes community information and convenient links to the CLAMS catalog and state sponsored databases covering topics from authors and books to health and finance. Workshops were held for Internet users as well as for those needing assistance with the CLAMS online catalog.

Circulation continues to grow and is approaching the 100,000 mark (95,387 in FY99). With the help of the staff and volunteers of the library, we continue to strive to meet the informational and recreational needs of area residents and visitors.

Respectfully submitted,

Sue Lederhouse, Library Director
Harold Goemaat, Chair, Board of Trustees

LONG RANGE PLANNING ADVISORY BOARD

The Long Range Planning Advisory Board is charged with monitoring the implementation of the Eastham Long Range Comprehensive Plan approved by town votes in October 1996.

As reported in 1998, traffic and seasonal visitors have again, in 1999, increased significantly.

The continuing increase in home construction was due in part to recently passed bylaws affecting the approval of construction plans before the year 2000.

The increase in density made early planning consideration more urgent and led to a spin-off from the LRPAB of a new Town Committee - the 2025 Committee. It was started because LRPAB discussions attracted additional participants who expressed informed concerns about Eastham's growth and other changes looking toward the year 2025. The 2025 Committee came into existence at the urging of the LRPAB and with the consent of the Board of Selectmen.

Another major initiative of the LRPAB was the convening of quarterly "Chair Persons" of all town standing committees for exchange of current and emerging concerns for each as they affect development of Eastham.

Further, the helpful participation of the Cape Cod Commission along with the Town Planner has greatly enhanced the accomplishments of the implementation portion of the Comprehensive Plan and preparation for the revision of that Plan due in the year 2001.

It should be noted that the Town Administrator prepared a well tabulated report of the current state of the implementation portion of the Comprehensive Plan and this was incorporated in the monitoring responsibilities of the LRPAB.

All other concerns cited in the 1998 report continued to receive LRPAB review - with some emphasis on the growing "seasonal" traffic projections, the growing crisis in affordable housing - particularly rental - and long term concerns about potable water as we approach full build-out. The LRPAB is also gathering information about related projections of rising ocean levels as a component of global warming and its effect on fresh water and erosion of our fragile coast line.

Respectfully,

Walter F. Ross
Chairman

NATURAL RESOURCES DEPARTMENT

Following a period of much rain and high groundwater, this past year was the opposite. The global phenomenon of la Nina had the effect in the Northeast of a dry year with mild winter. As a result, groundwater elevations are depressed and many of our vernal pools remained inactive during the time of spring activity. Our Herring runs also were affected by the scarce water supply, and while we managed a meager migration of fish, spawning was successful and a large number of juveniles were able to return to the sea.

Bay Scallops have once again been harvested after a long absence from our waters. Commercial quantities have been available in the waters of Cape Cod Bay in the area around Billingsgate Shoal and a fleet of several vessels have continued to be successful. Additionally, a cooperative county-wide effort to reintroduce adult brood scallop stock to the waters of Town Cove was begun during the fall. Hatchery raised seed is being held in protective cages with the hope that spawning will be successful in the coming summer. Monitoring of the results will be ongoing.

A major effort to train Eastham residents in the shellfish and finfish industry was implemented through a grant during the past year which took the form of a greenhouse located at Hemenway Landing. The facility includes closed recirculating seawater systems and classroom space with equipment. The curriculum which has been developed includes a broad range of topics and provides the participants with a basic understanding of the dynamics of the aquaculture industry. We are hopeful that this program will continue and expand in the future.

The number of shellfish permits issued remains steady. A total of 2337 permits were issued as follows: 41% to residents and taxpayers; 17% issued to tenants or families renting property; 2% to non-tenants; 32% were issued free to residents and taxpayers over 65 years of age, and 8% were issued to commercial harvesters.

Once again, large numbers of sea turtle standings occurred on the Bay shore during the late fall and winter months largely as a result of the extended warm summer which resulted in elevated water temperatures and a delayed migration. Dolphins were the primary species of marine mammals which stranded on our shore but the numbers were small.

We again thank all those people and agencies who have helped our department during the year.

Respectfully submitted,

Henry Lind
Natural Resource Officer

NAUSET REGIONAL SCHOOL COMMITTEE

Academic achievement continues to be the highest priority of the Nauset Regional School Committee. Over the past year, the Committee has endorsed comprehensive efforts at the Nauset Regional High School and the Nauset Regional Middle School to improve the curriculum and raise test scores. The Committee is dedicated to offering high school and middle school students the best and most balanced education possible, while being responsive to the needs and concerns of taxpayers in the four towns of our region.

Highlights of the last year at Nauset Regional High School include:

- Average combined Math and Verbal SAT scores increased by 13 points\
- The highest Advanced Placement test scores were recorded by last year's senior class - 111 college course credits were earned by these high scores
- The boys' varsity golf team won the Division 1 State Championship, only the second state championship in the school's history
- Academically, last year's sophomore class scored tops on the Cape and in the top 15 percent of all high schools in Massachusetts
- Student enrollment reached a high of 975, with a student projection of 1007 for the year 2000-2001

At the Middle School, Marilyn Feldman retired after several successful years as principal. She was replaced by Gregory Baecker, a middle school principal in Connecticut for seven years. Mr. Baecker, a former English teacher, is committed to raising reading, writing, math and science skills.

In addition, Mr. Baecker is working closely with Nauset High School Principal Tom Conrad to develop greater continuity between the middle school and high school to better prepare students to enter the ninth grade.

Respectfully submitted,

Truman Henson, Jr., Chair
Nauset Regional School Committee

OLD TOWN CENTRE HISTORIC DISTRICT COMMISSION

The Eastham Historical Society sought approval, which it received, to move a well house to the rear of the School House Museum on Nauset Road. The Commission ruled that the well house would be visually appropriate to cover the modern P.V.C. well head in the rear of the Museum. The well house was a gift from the owners of the Teall-Hummock Cottage where it was previously located.

The Commission is still struggling with the signage issue in the district, as well as the roof ornaments at a commercial site in the district. The Town Administrator and Town Attorney have provided advice and assistance and the Commission will continue to pursue solutions.

Our quarterly meeting schedule continues and we meet to deal with applications as required. Our annual meeting with the Historical Commission was productive and informative.

Respectfully submitted,

Kathryn Duncan Sette
Chairman

P.A.C.E

With one new major initiative and a continuation of programs in improved accessibility, education, cooperation with other jurisdictions and direct service to individuals and groups, P.A.C.E. has continued to fulfill its mandate to the Town of Eastham and to the disability community.

With exceptional cooperation from Chief Don Watson, Recreation Director, Mark Powers, the maintenance department and the Town Administrator a coordinated effort was successfully implemented this summer to educate the general public to respect parking spaces reserved for the disabled.

With an additional police person stationed at the North Eastham Post Office and a bicycle patrol covering the beaches violators were quickly reminded to vacate disabled parking areas unless vehicles had proper identification. Town employees kept beach parking swept and all beach personnel were made aware of their responsibility concerning these spots. Each member of the PACE Committee had responsibility for a particular beach and kept Mark Powers abreast of missing signs or unswept areas. All involved in the effort were encouraged by the increase in compliance. The same effort will be made next summer.

The Town continues its effort to upgrade the toilet and changing facilities at beach locations. A grant will enable Wiley Park to become totally accessible and also have a beach wheelchair in the year 2001.

We are pleased to report five new ramps at retail establishments and increased signage for reserved parking. The Town of Eastham is close to 70% compliant. The accessibility brochure continues to be updated yearly and receives wide distribution.

The "Friends Helping Friends" program at the Nauset Middle School continues a hands-on educational effort sensitizing our young people to the needs of the disabled as well as recognizing the contribution the disabled make to others. Twenty three awards were presented to students for their efforts in this program.

We continue to cooperate with the State Office on Disability, the Mass. Architectural Access Board and private groups promoting disability rights. The Town participated in training and implementing procedures to evaluate our polling places for accessibility. Some changes will be made as the result of this effort.

A group of twelve disabled persons chose Eastham as a vacation destination after contacting the Chambers of Commerce in a number of towns. They chose Eastham because it was the most accessible and hospitable Town. P.A.C.E. helped make the arrangements. The accessibility brochure was sent. We greeted the party upon arrival and welcomed them.

This year again Grady Scholl, Howard Carpenter, Richard Adelmann, Jeanette Marcucci, Doris Curtice, David Kern and Elinor Kern have worked extremely hard at a demanding volunteer job. We thank each of them for their important contribution.

Unfortunately because of sickness, travel and a shortage of active members we have met less than monthly. We also have had to curtail some of our activities.

It is hoped new members will join the effort so the work may continue apace.

OPEN SPACE COMMITTEE

The Open Space Committee met regularly on the fourth Wednesday of each month in 1999 (with the exception of November and December when a single meeting was held on December 8) at 7:30 at Town Hall.

Following the passage of the Land Bank initiative by Eastham voters, the Board of Selectmen, acting as the Land Acquisition Committee, solicited offers of property for sale. Based on a list of possible acquisitions prepared by Henry Lind, Natural Resources Officer and consultant to the Open Space Committee, and Sue Leven, Town Planner, the Board picked three properties for which they would negotiate. A Special Town Meeting in June voted to purchase these properties, subject to final negotiations when the funds were available.

One of the functions of the Open Space Committee is to make recommendations for the use and management of existing and prospective Town-owned open space. In line with this the Committee and consultant Henry Lind have begun a project to study these properties and develop a 5-year plan for improving their facilities and maintenance. In the fall of 1999 we toured Wiley Park, Cottonwood Acres and the Nickerson property, and will continue this project in 2000.

The Open Space Plan should be ready for final approval by the Massachusetts Office of Environmental Affairs in early 2000.

In August Louis Carlsen, who had chaired the Committee since its reinstatement in 1996, resigned for personal reasons. Jeff Havlick, who had been acting as a consultant to the Committee, was appointed by the Selectmen to complete Carlsen's term. Terry Chesney was elected chairman, George Abbott continues as vice-chairman and Katherine Krouch as clerk.

Thanks to Committee members George Abbott, Cliff Ambrose, Jeff Havlich, Sue Horton, Katherine Krouch, Toni Stoker, our former chairman, Louis Carlsen, and consultant Henry Lind for a busy and successful year.

Respectfully submitted,

Terry Chesney

"I came to Eastham Elementary in the summer of 1976, and have enjoyed every minute of the "principal experience". There have been many changes to the building, grounds, water/heating supply and staff, but the children's eagerness and motivation to learn have been consistent.

Thank you very much on behalf of the students, parents and staff for your continued support.

Happy 350th!

Daniel E. Shay, Principal

Eastham Elementary School

PLANNING BOARD

The Planning Board considered fifteen applications during 1999 in the following categories:

	Approved	Denied	Withdrawn
Approval Not Required (ANR) Plan	6	1	2
Site Plan Review	4	0	0
Site Plan Review Waiver	2	0	0

In addition, the Board worked diligently on several proposed amendments to the Zoning By-law. These included improving the definition of "restaurant" and listing it as an allowed use in the two commercial zones, reviewing and updating parking requirements and last but not least, a comprehensive review of our sign code. We will be bringing these changes to the voters for consideration sometime in the year 2000.

We lost two valuable members when Alan Morrell "retired" as chairman of the Board and when Sue Leven, our Town Planner, left to become the planner in Harwich. Both of them gave many hours of dedicated service to the Planning Board and the Town. We are grateful for their hard work and will miss them.

We also appreciate the assistance we receive from Town staff like the DPW Director, Steve Douglas, and Henry Lind, our Natural Resources Director. They provide technical assistance and evaluation services to the Planning Board that allow us to make informed decisions and to protect the interests of the Town.

The Planning Board is at a full complement of seven regular members and two alternates. Serving with me on the board are Kevin Holland, Peter Wade, Thomas A. Brady, Donald Facey, Joseph Rego and Leslie-Ann Morse. We are most fortunate to have two reliable alternates who regularly attend the meetings and sit as voting members when a member must stand down or is absent. I admire these hard working volunteers, and look forward to working with them in the next year.

Howard Sandler, Chairman

"One of the predictions for this new century is the increase in the number of senior citizens due to a longer lifespan. The Town of Eastham has been a leader here on the Cape in establishing the Lower Cape Adult Day Center, at the Council on Aging, in operation now for 15 years. We provide a vital service to isolated seniors and those seniors needing supervised care. A daily mix of exercise, social stimulation and good nutrition, in a safe and friendly environment, greatly enhances the quality of life for our clients.

I look forward to continuing to provide this valuable service to more of Eastham's residents at the dawn of this new century.

Patricia Ryder, Assistant Director

Lower Cape Adult Day Center

POLICE DEPARTMENT

I hereby submit my report for the activities of the Eastham Police Department for 1999. The Police Department has continued to receive funding for its Community Police Initiatives through State and Federal funding programs. This past year we were able to purchase, build and equip a mobile communications trailer as a mobile command post unit. This is equipped with all of the communications equipment in use within the Town of Eastham Communications Center. We will have this on display at the Town Meeting in May. It was used on two occasions already, the Shelter opening last fall for the potential hurricane and also at the station in case of a Y2K problem developing. We are in the final stages of the creation of critical incident management plans for dealing with violence in the schools or anywhere in the community. We have worked very closely with the School Administration Staff and the neighboring public safety officials on these directives. The presence of our full time School Resource Officer continues to be a tremendous asset for the Department.

I would like to take this opportunity to announce my intention to retire from your service as the Chief of Police after having served you for 28 years. I have been a police officer since 1968 and have served the Town of Wellfleet, Washington, D.C. and Eastham. I feel that it is time to move on to the next chapter in my life and spend some additional quality time with my wife, children and grandchildren. I have enjoyed working with the best staff anyone could ever hope to have and provided service to the most appreciative and supportive community any Chief could ever dream to serve. We have worked well with the Town Administration on day to day operations and with Town Committees on many special projects. I will effectively retire on January 2, 2001. I hope that you continue to support this agency in the future. I will always remember the good things that we have experienced together as a community. Thank you for allowing me to serve.

TOWN REPORT 1999 FOR POLICE DEPARTMENT

PERMITS/LICENSES/MOTOR VEHICLE

Bicycle Registrations	0
Copies of Reports	207
F.I.D. Cards	59
Firearms Dealer License	0
Machine Gun Permits	5
Pistol Permit Photographs	150
Pistol Permits	142
Private Duties Billed	190
Motor Vehicle Citations	
a. Warnings	1,286
b. Civil/Complaints	810
c. Arrests (vehicle)	136
	2,232
Fines Collected Motor Vehicle	$41,107.50
Fines Collected Non Motor Vehicle	$3,635.00

COMPLAINTS RECEIVED AND/OR INVESTIGATIONS AND SERVICES PROVIDED

PART ONE INCIDENTS

Homicide (Motor Vehicle) 2
Assault 8
Assault & Battery 28
Assault/Other Dangerous Weapon 2
Burglary-Forcible Entry 36
Burglary-No Force 2
Burglary-Att. Forcible Entry 6
Larceny-Except Motor Vehicle 122
Unauthorized Use 2
Forgery 1
Fraud/Con Games 1
Stolen Property 3
Recovered Motor Vehicle 2
Recovered Stolen Property 2

PART TWO INCIDENTS

Abandoned Motor Vehicle 4
All Other Traffic 11
Attempted Suicide 2
Death Investigations 9
Disorderly Conduct 4
Family Offenses 4
Hazards 162
Incapacitated Persons 67
Liquor Laws 3
Lost/Found Property 177
Loitering 1
Mentally Disturbed Persons 14
Missing Persons 28
Narcotics Drug Laws 38
Operating Under Influence 36
Other Offenses 20
Parking Tickets 45
Phone Offenses 22
Runaway Under 18 3
Sex Offenses 4
Trespassing 12
Unlawful Disposal of Rubbish 6
Vandalism 118
209A Violation or Service 29
Violation of Town By-Laws 30
Warrants 28
Weapons/Posses. 1
9-1-1 Abandoned Calls 93

SERVICE INCIDENTS

Animal Complaints	149
Assist to Motorist	62
Assist to Other Depts.	232
Assist to PD	202
Assist to FD/ Resc.	268
Barn Inspections	29
Bicycle Complaints	7
Burglar Alarms	335
Business Checks	128
Civil	79
Disabled Motor Vehicles	227
Dog Complaints	413
Domestic Problems	43
Escorts	56
Hazards	162
House Checks	166
Hunter Complaints	4
K-9 Use	7
Lock Outs	150
Medical Assists	2
Messages Delivered	42
Minor Accidents	149
Miscellaneous	288
Miscellaneous Traffic	300
Noise Complaint	140
Reassurance Program	425
Service to Homeowner	126
Summons Served	35
Suspicious Incidents	77
Transportation	143
GRAND TOTAL OF INCIDENTS	5,634

MAJOR ACCIDENTS 1999

Major Accidents	160

DAYS OF THE WEEK

Sunday	22
Monday	17
Tuesday	26
Wednesday	28
Thursday	15
Friday	21
Saturday	31

COMMUNICATIONS CENTER

The Eastham Communications Center underwent the installation of the new 800 Megahertz Trunked Radio System which represents a major improvement to the Radio network all over Massachusetts. We now have more efficient communications equipment working with repeaters located all over the state. The Center answered 1,394 9-1-1 calls for emergency assistance in 1999. The Police, Fire and E.M.S. services are all operating on this new radio system. We are confident that this system will enable us to provide improved service into the future. The new communications trailer is now operational and stands ready to serve the various emergency service needs of the Town. We appreciate your continued support.

RECREATION COMMISSION

Eastham Recreation Commission provides a variety of seasonal activities for the children of Eastham. This year showed a continued increase in the number of children participating in our recreational programs.

During the summer the recreation program provides swimming lessons on weekday mornings at Wiley Park and a day camp program from 9 to 12 at the Nauset Regional High School. Seasonal athletic programs include soccer, field hockey and flag football in the fall, basketball in the winter and baseball and softball in the spring. The Town participates with Brewster and Orleans in the administration of the Jean Finch Skateboard Park in Orleans.

Through dedicated volunteers (and your donated bottles & cans) Eastham's Field of Dreams athletic fields are the best facilities on the Lower Cape. The Field of Dreams project will include a new outdoor basketball court that will be completed this spring. The recreation programs also utilize the Nauset Regional High School, Eastham Elementary School, Wiley Park on Great Pond and the Jean Finch Skate Board Park, in Orleans.

Mark Powers, the new Director of Recreation and Beach Services, has provided needed experience and has enabled the Town to expand its horizons. New programs for this year included, Counselor-in-Training, a junior lifeguard training, a day ski trip to Wachusette Mt, a field trip to Water Wizz in Wareham and ice skating at the Charles Moore Arena.

A continuous challenge is to recruit parents and friends to officiate, coach and support various programs. Interested persons should contact Mark at the Recreation Department - 240-5974.

The Commission meets on the first Tuesday of the month at 7 p.m. at the Recreation Building. All are welcome!

Respectfully submitted,

Warren Kerry, Chairman

RECYCLING ADVISORY COMMITTEE

The Eastham Recycling Advisory Committee serves to further the recycling and waste management policies of the Town of Eastham. Starting in July the Town received the first of the anticipated large tipping fee increases for trash disposal at SEMASS. The Committee in conjunction with the Town Administrator and Steve Douglas, manager of the DPW, was active the entire year in researching how to apply the Pay by the Bag concept to Eastham as a means to offset escalating costs. Under a Pay by the Bag program people are charged by the amount of trash they dispose. Pay by the bag provides the incentive to reduce trash through increased recycling, composting, reduction in buying items with excess packaging and by dropping-off reusable items at the Eastham Stock Exchange.

The Committee visited transfer stations on and off the Cape, attended regional meetings, visited SEMASS, conferred with DEP, developed sketches for redesigning of the Transfer Station, talked to numerous citizens, and explored different means for dealing with recyclables. We developed goals for Pay by the Bag: *Reduce trash disposal costs; Charge according to use; and Increase recycling.* On October 26, 1999 we held a Focus Group meeting which was very helpful. The purpose of the session was to present the concept of Pay by the Bag, answer questions and obtain feedback and suggestions from the group.

Our plan for ultimately achieving implementation of a Pay by the Bag program in Eastham consists of a CONSENSUS phase to gain public understanding and support of the idea; A TRANSFER STATION LAYOUT AND EQUIPMENT phase to adapt for added recycling and for changed needs due to Pay by the Bag; a DEVELOP SPECIFIC PLAN phase which leads to a detailed plan workable for Eastham; an EDUCATION AND OUTREACH phase to provide users with information needed to understand and participate; and finally an IMPLEMENTATION phase to make Pay by the Bag operational. In 1999 we made good progress in the Consensus phase and inroads in the Transfer Station and Equipment phase. We made some progress on putting details together for the Specific Plan, but much more information and opinion is needed.

Composters were sold in September - 40 units. This year we sold the composters on a first come first served basis with the purchase and pick up on the same day. The price was $26 for each composter.

Thanks to the hard work and commitment of Bob Nusbickel, Chuck Beattie and Steve Douglas and the continuing counsel of Don Sander we have been able to make good progress on the Pay by the Bag objectives.

Sarah Blackwell resigned in April after a long productive tenure on the Committee.

Respectfully submitted,

Bob Chesney, Chairman

CAPE COD REGIONAL TRANSIT AUTHORITY

The Cape Cod Regional Transit Authority (CCRTA) provided 29 Eastham residents with door-to-door b-bus service during the Fiscal Year (FY)1999. A total of 2825 passenger trips during this period (a trip being a one way ride to a destination) for which the Town of Eastham was assessed $9,007.00.

The primary purpose for establishment of CCRTA was to provide a form of reasonable transportation for those who either can no longer drive a car or who have no means of transportation of their own. A recent survey has shown that 84.8% of persons responding were over age of 40, 70.5% were female and the family income was under $12,000 per year.

CCRTA continues to participate with the Lower/Outer Cape Community Coalition to coordinate route and schedules now provided by CCRTA, P&B, Councils on Aging, human service agencies and private non-profit organizations.

CCRTA aims to provide intercity coach service to Eastham residents by partially subsidizing Plymouth and Brockton (P&B) bus routes from Providence to Hyannis.

Respectfully submitted,

D.A. Sander
CCRTA Representative

SEARCH COMMITTEE

Thanks to a citizenry that is interested in and supportive of their Town, the Search Committee has been able to find persons to fill all requests from the Town Administrator and the Board of Selectmen. A particularly bright spot in our recruiting has been the surfacing of more young people looking to take part in the work of the various Committees and Boards. This bodes well for the future and hopefully is a trend that will continue to grow.

Much of the success of the Search Committee can be attributed to a Town Hall that is easy to work with, and a most cooperative Town Administrator and Board of Selectmen.

The Search Committee urges all registered voters to pick up a volunteer form at the Library, Post Offices or Town Hall and become a part of our reservoir of talent. In serving on one of the many Boards or Committees you will be joining more than 150 of your friends and neighbors who are using their skills and their knowledge to make Eastham a better place to live. You will find participation in Town government a very rewarding experience.

Respectfully submitted,

Harold Goemaat, Chairman

SUPERINTENDENT OF SCHOOLS

Eastham's public schools have continued to implement the Massachusetts Education Reform Act, while maintaining and expanding their deserved reputation for unique, local excellence. While the Elementary School's fourth graders' scores were the twenty-second best in the state, every child in the school benefitted from the new Foreign Language program authorized at the 1998 Annual Town Meeting. Under the visionary leadership of Principal Dan Shay, the school has a remarkable record of achievement and happy children. A particular highlight this year was the recognition of Chair Marcia Nickerson for her thirty-seven years of service on the Eastham School Committee. No award can ever thank her adequately for her caring service of the Town and its children.

The regional schools have participated with Eastham Elementary School teachers in many staff development programs during the past year, including "Effective Teaching", a series of five-day presentations centered around research-based teaching practices; writing; spelling; and mathematics. We are confident that these programs will enable our teachers to better prepare your children to do well on the state's assessments.

The past year saw the retirement of Nauset Middle School Principal Marilyn Feldman. Her place was taken by Mr. Gregory Baecker, who came to us from Connecticut, where he served as a middle school principal for seven years. Mr. Baecker taught English before moving into administration, and is committed to enabling Nauset's students to reach the highest standards of reading and writing.

Eastham's children have been the fortunate beneficiaries of the Town's commitment to education for many years. Your elected School Committee members, both at the Elementary School and the Nauset Region, have repeatedly demonstrated their dedication to high achievement and an inclusive curriculum. Your school staff is willing and prepared to meet the challenges of reform, and to maintain the high quality of your schools.

Respectfully submitted,

Michael B. Gradone
Superintendent of Schools

TOWN ACCOUNTANT

I wish to express my thanks to the Board of Selectmen, Town Administrator, Department Heads, and various Board members for their continued support. In addition, the Accounting Department wishes to thank all the employees and the many volunteers for their cooperation during the past year.

We have completed converting the accounting system to Munis software and we continue to work on the integration of the computerized system with the Tax Collector/Treasurer's and Assessor's Offices.

In compliance with the provisions of Chapter 41, Section 61 of the Massachusetts General Law, I hereby submit the following reports for the Town of Eastham. The reports are for the fiscal year ending June 30, 1999, unless otherwise stated.

Schedule A	Balance Sheet
Schedule B	Debt Schedule
Schedule C	Summary of Receipts
Schedule D	Summary of Appropriations & Expenditures
Schedule E	Appropriations Balance as of 12/31/99
Schedule F	Salaries and Wages Paid in Calendar Year 1999

Respectfully submitted,

David L. Ryan
Town Accountant

Town of Eastham, Massachusetts
SCHEDULE A
COMBINED BALANCE SHEET - ALL FUNDS AND ACCOUNT GROUP

JUNE 30, 1999

	Governmental Fund Types			Fiduciary Fund Types	Account Groups	
	General	Special Revenue	Capital Project	Trust & Agency	General Long-Term Obligations Group	Combined Totals (Memorandum) Only
ASSETS AND OTHER DEBITS						
CASH AND SHORT-TERM INVESTMENTS	$3,004,600	$360,905	$25,808	$332,564	–	$3,723,877
INVESTMENT IN DEFERRED COMPENSATION	—	—	—	—	—	—
RECEIVABLES:						
Real Estate & Personal Property	181,292					181,292
Real Estate Tax Liens/Deferred	136,747					136,747
Motor Vehicle and Boat Excise	94,530					94,530
Intergovernmental	21,363	209,852				231,215
Other		10,000		164,988		174,988
DUE FROM OTHER FUNDS						—
TAX FORECLOSURES	24,460					24,460
AMOUNT TO BE PROVIDED FOR RETIREMENT OF LONG TERM DEBT	—	—	—	—	4,033,784	4,033,784
TOTAL ASSETS & OTHER DEBITS	$3,462,992	$580,757	$25,808	$497,552	$4,033,784	$8,600,893

LIABILITIES & FUND EQUITY	Governmental Fund Types: General	Special Revenue	Capital Project	Fiduciary Fund Types: Trust & Agency	Account Groups: General Long-Term Obligations Group	Combined Totals (Memorandum) Only
LIABILITIES:						
Warrants Payable	$177,561	$8,345				$185,906
Reserve for Abatements	86,560	—				86,560
Other Liabilities	18,762	—				18.762
Deferred Revenue	352,894	209,852				562,746
Due to Other Funds	10,000					10,000
Accrued Compensation Absences						
Bonds and Notes Payable	—	—	—	—	4,033,784	4,033,784
TOTAL LIABILITIES	645,777	218,197	—	—	4,033,784	4,897,758
FUND EQUITY (DEFICIT):						
Reserved for:						
Nonexpendable Trust Funds	—			123,101		123,101
Encumbrances and Continuing Appropriations	701,177					701,177
Reserved Fund Balance Expenditures	580,825					580,825
Designated for Scholarship Loan	—			164,988		164,988
Reserve Debt Exclusion	87,068					87,068
Unreserved Fund Balance	1,448,145	362,560	25,808	209,463	—	2,045,976
TOTAL FUND BALANCES	2,817,215	362,560	25,808	497,552	—	3,703,135
TOTAL LIABILITIES AND FUND EQUITY	$3,462,992	$580,757	$25,808	$497,552	$4,033,784	$8,600,893

DEBT ACCOUNT
JUNE 30, 1999
SCHEDULE B

NET FUNDED ON FIXED DEBT:	
Inside Debt Limit:	
General:	—
LOANS AUTHORIZED:	
Transfer Station Construction:*	300,000.00
Equipment Loan-Front End Loader:	82,421.00
Affordable Housing Duplex Purchase:	185,000.00
Fire Pumper/Tanker Purchase:	53,475.47
TOTAL	$620,896.47
BONDS AUTHORIZED:	
Elementary School Addition:	3,986,500.00
Library Building Addition:	693,665.00
Lamont Smith Land Purchase:	1,750,000.00
Horton Property Land Purchase:	2,000,000.00
Regional Septage Treatment Plant:	535,000.00
Police Station Construction:	1,550,000.00
Highway Facility Construction:	786,800.00
Town Hall Renovation Project	1,726,900.00
Roach Property Purchase	1,190,000.00
Landfill Closure:	1,525,000.00
Fire Station	2,250,000.00
TOTAL	17,993,865.00
GRAND TOTAL	**$18,614,761.47**

SERIAL LOANS:	
Inside Debt Limit:	
General:	—
LOANS AUTHORIZED AND UNBORROWED:	—
PAYMENTS MADE ON LOANS TO DATE:	
Lamont Smith Land Purchase:	865,000.00
Equipment Loan-Front End Loader:	82,421.00
Affordable Housing Duplex Purchase:	185,000.00
Fire Pumper/Tanker Purchase:	53,475.47
	1,185,896.47
BALANCE TO BE PAID ON LOANS:	
Affordable Housing Duplex Purchase (FY2000)	—
Fire Pumper/Tanker Purchase (FY1997):	—
	—
BONDS AUTHORIZED AND UNBORROWED:	2,496,216.00

*Loan Authorized; funding was by ten year bonding

NOTE: Fiscal Year's noted indicate year in which last payment will be made

PAYMENTS ON BONDS MADE TO DATE:

Fire Station	—
Elementary School Addition:	3,986,500.00
Library Building Addition:	693,665.00
Lamont Smith Land Purchase:	885,000.00
Horton Property Land Purchase:	1,800,000.00
Regional Septage Treatment Plant:	470,000.00
Police Station Construction:	1,290,000.00
Landfill	
Highway Facility Construction:	786,800.00
Transfer Station	300,000.00
Town Hall Renovation	526,900.00
Roach Property	160,000.00
TOTAL	10,898,865.00

BALANCE TO BE PAID ON BONDS ISSUED:

Landfill (FY 2010)	1,278,784.00
Elementary School Addition	—
Library Building Addition	—
Horton Property Land Purchase (FY2000)	200,000.00
Regional Septage Treatment Plant (FY2000)	65,000.00
Police Station Construction (FY2000)	260,000.00
Highway Facility Construction	—
Town Hall Renovation Project (FY2006)	1,200,000.00
Roach Property (FY2012)	1,030,000.00
TOTAL	4,033,784.00

GRAND TOTAL	**$18,614,761.47**

SUMMARY OF RECEIPTS
SCHEDULE C
FY-1999

	Budgeted Totals by Category	Actual	Totals of Actual by Category	Actual Over/ (Under) Budgeted
General Revenue				
Taxes				
Personal	285,695.28	277,945.50		(7,749.78)
Real Estate	9,364,010.21	9,162,833.09		(201,177.12)
Forest Stumpage Tax	—	4.80		4.80
Previous:				
Personal	—	6,895.89		6,895.89
Real Estate	—	191,283.91		191,283.91
Tax Foreclosures	—	—	—	—
Tax Titles	—	18,692.97		18,692.97
	9,649,705.49		**9,657,656.16**	**7,950.67**
Privileges:				
Motor Vehicle Excise:				
Current	410,100.00	353,950.88		(57,140.12)
Previous	—	146,269.12		146,269.12
Boat, Ship or Vessel:				
Current	—	3,339.33		
Previous		1,888.59		—
	410,100.00		**505,447.92**	**95,347.92**
Interest, Demands and Tax Title Cost:				
Interest/Demands	60,000.00	60,471.03		
Tax Title Cost	—	54,809.82		
Boat Excise	—	291.33		
	60,000.00		**115,572.18**	**55,572.18**
Licenses/Permits:				
Selectmen:				
Billiards		325.00		
Coin Amusement		503.60		
Common Victualler		750.00		
Communication Tower		15,000.00		
Entertainment		622.25		
Food Service		1,625.00		
Ice Cream Manufacture		75.00		
Innkeeper		200.00		
Liquor		18,400.00		
Massage		25.00		
Motel		900.00		
Peddler		210.00		
Stable		10.00		
Sunday Operations		185.10		
Swimming Pool		500.00		

	Budgeted Totals by Category	Actual	Totals of Actual by Category	Actual Over/ (Under) Budgeted
Transient Vendor		2,140.00		
Used Car		25.00		
Yard Sale		440.00		
Shellfish:				
Resident		9,020.00		
Tenant		5,660.00		
Commercial		9,190.00		
Non-Resident		1,575.00		
Public Safety:				
Building Permit		124,747.80		
Fire Alarm		7,520.00		
Gas Permit		14,251.00		
Health Regs		1,417.32		
Inspection Certificates		1,093.00		
Oil Burner		1,520.00		
Open Burning Permit		5,835.00		
Propane Gas		380.00		
Photos		472.25		
Plumbing Permit		21,984.00		
Septic Permit		13,250.00		
Sign Permits		215.00		
Installer		4,800.00		
Tank Installation/Removal		400.00		
Test Holes		12,650.00		
Tank Storage		210.00		
Tank Inspection		160.00		
Title V Regulations		310.00		
Well Permit		4,605.00		
Whirlpool		100.00		
Wire Permit		24,035.00		
Total Licenses/Permits	**240,000.00**		**307,336.32**	**67,336.32**
Fees:				
General Government				
Birth/Death/Marriage Certificates		1,991.00		
Business Certificates		2,650.00		
Cable		1,601.00		
Certificates of Lien		20,425.00		
Dog Fees		458.75		
Fax Machine		43.75		
Fish & Game Fees		89.15		
Government Lists		112.00		
Miscellaneous		14,342.22		
Photo Copies		3,217.26		
Planning Board Fees		800.00		
Pole Location		37.50		

	Budgeted Totals by Category	Actual	Totals of Actual by Category	Actual Over/ (Under) Budgeted
Rental Certificates		11,310.00		
Rental Library		227.00		
Raffles		43.00		
Telephone Receipts		133.55		
Uniform Commercial Code/Etc.		235.00		
Zoning Board of Appeals Fees		4,393.25		
Zoning Books/Maps		317.75		
Yard Sales		260.00		
School Medicare		18,066.00		
Public Safety:				
Bicycle Registrations		0.50		
Detail Surcharge		14,486.62		
FID Cards		10.00		
Fire Report Copies/Reimbursement		45.00		
Pistol Permit Photographs		930.00		
Pistol permit/Machine gun		2,125.50		
Police Cruiser Use		50.00		
Police ID Photographs		27.00		
Police Insurance Reports		1,335.20		
Police Town Reimbursement		26,565.31		
Witness Fees		52.00		
	35,000.00		**126,380.31**	**91,380.31**
Health and Sanitation:				
Flu Clinic		724.00		
Landfill Coupon Books		13,870.00		
Landfill Fees - Gate Attendant		28,870.60		
Landfill Fees - Haulers		46,106.84		
Landfill Single Coupons		19,380.00		
Landfill Stickers		129,230.00		
Recycling Fees		2,899.85		
	260,000.00			
Council on Aging:				
COA Fax		64.00		
Day Center Client Fees		32,899.00		
Elder Services		12.325.50		
Lunch Reimbursements		215.00		
Transportation Services		3,303.00		
	260,000.00		**289,887.79**	**29,887.79**
Parks and Recreation:				
Marina Rental		14,805.00		
Marina Rental Waiting List		1,270.00		
Mooring Permits		3,474.00		
Transient Dockage Fee		1,530.00		
	15,000.00		**21,079.00**	**6,079.00**
Total Fees	**275,000.00**		**437,347.10**	**162,347.10**

	Budgeted Totals by Category	Actual	Totals of Actual by Category	Actual Over/ (Under) Budgeted
Fines:				
By-Law Violations		1,700.00		
Court	60,000.00	36,527.50		
Dog Violations	—	3,345.00		
Library	—	4,615.15		
Parking	—	420.00		
	60,000.00		**46,607.65**	**(13,392.35)**
United States Government:				
Cape Cod National Seashore:				
Lieu of Taxes	8,000.00	8,390.00		
	8,000.00		**8,390.00**	**390.00**
Commonwealth of Massachusetts:				
Highway Fund-Chapter 90	9,055.00	338,678.36		
Lieu of Taxes	3,000.00	3,239.96		
Lottery	107,656.00	91,556.00		
Library	5,087.00	5,087.00		
Police Career Incentive	27,183.00	28,202.00		
MA DPW Land Taking	2,047.00	—		
Room Occupancy Tax	190,000.00	217,064.00		
Chap. 70 School Aid	175,080.00	153,255.00		
Chap. 71 Trans.	23,598.00	23,598.00		
State Wards	6,910.00	6,910.00		
Special Abatement	10,255.00	9,060.00		
Veterans Benefits	6,031.00	5,587.96		
Total Comwlth. Receipts	**565,902.00**		**882,238.28**	**316,336.28**
Investment:				
Interest on Savings	65,000.00	92,777.36		
Interest-Deputy Collector's Acct.	—	49.69		
Total Investment Receipts	**65,000.00**		**92,827.05**	**27,827.05**
Proceeds from Borrowing:				
Tax Anticipation Notes		1,850,000.00		
Landfill		1,278,784.00		
Total Proceeds from Borrowing	**—**		**3,128,784.00**	**3,128,784.00**
Unclassified/Miscellaneous:				
Library Fax Receipts	900.00	837.00		
Lieu of Taxes - Rod & Gun Club	—	1,192.96		
School Gasoline Use	3,000.00	3,601.00		
Miscellaneous	—	—		
Total Unclassified Receipts	**3,900.00**		**5,630.96**	**1,730.96**

	Budgeted Totals by Category	Actual	Totals of Actual by Category	Actual Over/ (Under) Budgeted
Special Revenue Funds				
Arts fundraising		14,432.20		
Ambulance Fees		150,598.98		
Beach Permits Reserved		105,920.00		
Composting Bin Sales		988.18		
Conservation Fees Reserved		5,054.00		
COA Human Svs. Gift Fund		6,596.00		
Fire Detail		127.20		
Library CLAMS		604.72		
Library School		340.00		
Library Programs		3,727.86		
Land Appraisal		275.00		
Lets see about Sea Clam		2,737.00		
Outfall Pipe Legal Defense Fund		146.47		
350TH Celebrating		700.00		
Police Private Duty		272,063.19		
Police Summer Salary		600.00		
Park Bench Gift		825.00		
Recreation Comm Fees Revolving		12,179.78		
Recreations Bottles & Cans		7,393.50		
S. Gifford XMAS Light Donation		30.00		
Bohlen Gift Fund		31,005.00		
School Building Use Revolving		—		
Windmill Landscaping Donations		1,412.72		
Windmill Renovation Receipts		41.01		
Commonwealth of Massachusetts:				
Arts Lottery Council		7,085.09		
Elder Affairs Grant		6,510.00		
EOCD Small Cities Grant		313,475.00		
EOCD Septic System Grant		14,912.02		
Library Aid		6,004.56		
Historic Comm. Project		5,000.00		
Police D.A.R.E. Grant		9,500.00		
Police Public Safety		16,640.00		
Fire Safe Grant		3,468.29		
Cranberry Loan Program		3,640.00		
			1,004,032.77	
Barnstable County:				
Refunded Dog Tax		2,020.97		
			2,020.97	
Interest:				
Interest - Stabilization Fund		5,093.46		
Interest - Expendable Trust Fund		40,807.91		
Interest - Non-Expendable Trust Fund		2,851.64		
Loan Repayments (T. Smith Trust Fund)		14,580.00		
Total Receipts	**11,383,613.49**	**16,242,644.37**		**4,859,030.00**

	Budgeted Totals by Category	Actual	Totals of Actual by Category	Actual Over/ (Under) Budgeted
Cash on Hand July 1, 1998:				
General Fund		2,733,382.51		
Special Revenue Fund		228,234.70		
Capital Project Fund		(172,815.76)		
Trust & Agency		196,733.92		
Total Cash on Hand 7/1/99		**2,985,535.37**		
Grand Total:		**19,228,179.74**		

Summary of Appropriations & Expenditures

SCHEDULE D

June 30, 1999

Account	Balance From Past Year	Annual/ Special Town Meeting Appropriation	Loans Transfers & Other Receipts	Total	Expenditures and Other Debits	Unexpended Balance Closed to Revenue	Balance Forward to Next Year
GENERAL GOVERNMENT							
Selectmen Salary		5,000.00		5,000.00	4,750.00	250.00	—
Town Administrator Office Salary		141,254.82		141,254.82	139,840.30	1,414.52	—
Town Administrator/Selectmen Expense	1,294.41	12,132.91		13,427.32	10,924.12	1,227.55	1,275.65
Moderator Salary		100.00		100.00	100.00	—	—
Finance Committee Expense		315.00		315.00	115.00	200.00	—
Greenhead Fly		867.00		867.00	866.25	0.75	—
Reserve Funds		50,000.00		50,000.00	28,257.91	21,742.09	—
Elections & Registration Salary		15,932.72		15,932.72	15,068.13	864.59	—
Elections & Registration Expense	2,063.02	3,635.00		5,698.02	4,274.15	1,423.87	—
Town Report Expense	610.35	5,600.00		6,210.35	6,190.12	20.23	—
Town Accountant Office Salary		79,965.49		79,965.49	78,383.41	1,582.08	–
Town Accountant Expense	1,500.00	13,525.00		15,025.00	13,440.17	442.67	1,142.16
Assessor Office Salary		75,938.92		75,938.92	75,140.46	798.48	—
Assessor Expense		6,139.00		6,139.00	6,009.14	(0.00)	129.86
Revaluation		6,882.88		6,882.88	5,508.00	1,374.88	
Treasurer/Tax Collector Salary		34,987.14		34,987.14	34,987.14	—	
Treasurer/Collector Office Salary		40,326.00		40,326.00	40,326.00	—	
Treasurer Office Expense		5,471.00		5,471.00	4,964.48	6.52	500.00
Tax Title Expense		10,000.00		10,00000	7,662.00	1,532.31	805.69
Certification of Notes		250.00		250.00	55.00	195.00	
Town Clerk Salary		32,387.22		32,387.22	32,387.22	–	

Account	Balance From Past Year	Annual/ Special Town Meeting Appropriation	Loans Transfers & Other Receipts	Total	Expenditures and Other Debits	Unexpended Balance Closed to Revenue	Balance Forward to Next Year
Town Clerk Office Salary		11,460.80		11,460.80	11,330.20	130.60	
Town Clerk Expense		814.00		814.00	814.00	–	
Legal Services		45,000.00	26,000.00	71,000.00	67,332.74	(0.00)	3,667.26
Personnel Board Expense		100.00		100.00	100.00	–	
Data Processing Expense	3,709.62	40,540.00		44,249.62	42,352.44	4.39	1,892.79
Zoning Board of Appeals Expense	13.21			13.21		13.21	
Planning Salary		32,615.00		32,615.00	30,577.46	2,037.54	
Planning Board Expense		2,570.00		2,795.71	1,309.92	1,485.79	
Municipal Buildings Salary		50,379.05		50,379.05	50,379.05	—	
Municipal Buildings Expense		44,187.00	5,800.00	49,987.00	49,062.95	(0.00)	924.05
Bulk Fuel Oil/Gasoline Expense		63,000.00		63,000.00	43,571.52	19,428.48	
Purchasing	758.82	39,324.00		40,082.82	37,933.02	2,149.80	
Town Insurance - Unemployment Compensation		12,000.00		12,000.00	7,383.00	4,617.00	
Town Insurance - Employee Expense		559,696.40		559,696.40	433,426.79	126,269.61	
Town Insurance - Town Protection		147,155.14		147,155.14	133,965.50	13,189.64	
Town Share Medicare		57,357.00		57,357.00	51,140.03	6,216.97	
Town Insurance Deductibles	2,563.42	9,000.00		11,563.42	5,256.06	83.00	6,224.36
PUBLIC SAFETY							
Police Salary		901,072.48		901,072.48	885,643.90	15,428.58	—
Police Expense		109,430.20		109,430.20	104,643.30	1,579.83	3,207.07
Radio Conversion 800MHZ	16,000.00	—		16,000.00	16,000.00	—	—
Dispatching Salary		178,280.75		178,280.75	178,280.73	0.02	
Dispatching Expense		2,850.00		2,850.00	1,915.63		934.37
Fire Salary		874,040.75		874,040.75	837,788.95	36,251.80	—
Fire Expense		49,185.00		49,185.00	49,185.00	—	–
Harbors & Landings Salary		4,351.00		4,351.00	1,851.07	2,499.93	–

Account	Balance From Past Year	Annual/ Special Town Meeting Appropriation	Loans Transfers & Other Receipts	Total	Expenditures and Other Debits	Unexpended Balance Closed to Revenue	Balance Forward to Next Year
Harbors & Landings Expense		1,867.00		1,867.00	1,830.09	0.01	36.90
Building Inspection Salary		53,332.24		53,332.24	53,329.76	2.48	
Building Inspection Expense		7,559.00		7,559.00	7,420.08	138.92	
Gas/Plumbing Inspection Expense		15,413.00		15,413.00	15,412.80	0.20	
Wire Inspection Expense		15,413.00		15,413.00	15,412.80	0.20	
Civil Defense Expense		155.00		155.00	—	155.00	
EDUCATION							
Elementary School Operations	155,831.96	2,212,410.00		2,368,241.96	2,193,611.61	6,311.96	168,118.39
Nauset Region Capital Assessment		344,492.00		344,492.00	344,492.00	—	
Nauset Region Operating Assessment		2,095,161.00	1,948.00	2,097,109.00	2,097,108.00	—	
Cape Cod Regional Technical School		67,490.00		67,490.00	67,490.00	—	
PUBLIC WORKS/NAT. RES.							
General Maintenance Salary		220,516.42		220,516.42	206,645.89	13,870.53	
General Maintenance Expense	276.92	64,787.00		65,063.92	55,501.27	9,260.52	302.13
DPW Facility Expense		13,478.00		13,478.00	8,922.43	4,555.57	
Snow & Sanding Salary		18,840.00		18,840.00	4,664.88	14,175.12	
Snow/Sand Expense		10,030.00		10,030.00	7,642.32	2,387.68	
Street Lighting Expense		6,100.00		6,100.00	5,105.39	994.61	
Engineering Services Expense	5,800.00	5,290.00	3,800.00	14,890.00	12,754.20	(0.00)	2,135.80
Sanitary Landfill Salary		88,579.00		88,579.00	88,554.51	24.49	
Sanitary Landfill Expense				—		—	
Natural Resources Salary		129,448.13		129,448.13	126,944.72	2,503.41	
Natural Resources Expense		19,407.00		19,407.00	19,394.40	12.60	
Conservation Commission Salary		12,064.00		12,064.00	12,064.00	—	
Conservation Commission Expense		1,975.00		1,975.00	1,975.00	—	

Account	Balance From Past Year	Annual/ Special Town Meeting Appropriation	Loans Transfers & Other Receipts	Total	Expenditures and Other Debits	Unexpended Balance Closed to Revenue	Balance Forward to Next Year
HUMAN SERVICES							
Town Nurse Expense	673.61	6,500.00		7,173.61	6,937.01	236.60	
Cape Cod Child Development Project		1,400.00		1,400.00	1,400.00	—	
Cape Cod Council on Alcoholism		1,500.00		1,500.00	1,500.00	—	
Cape Cod Human Services		2,500.00		2,500.00	2,500.00	—	
Consumer Asst. Council		500.00		500.00	500.00	—	
Eastham Committee on Early Childhood		2,500.00		2,500.00	1,875.00	—	625.00
Eastham Preschool		—		—		—	
Independence House	800.00	3,500.00		4,300.00	4,300.00	—	
Interfaith Council for the Homeless		1,700.00		1,700.00	1,700.00	—	
Legal Services of Cape Cod		3,500.00		3,500.00	3,500.00	—	
Lower Cape Human Services		9,000.00		9,000.00	8,750.00	—	250.00
Lower Cape Outreach Council		3,000.00		3,000.00	3,000.00	—	
Nauset Workshop		6,000.00		6,000.00	6,000.00	—	
Provincetown Aids Support Group		2,000.00		2,000.00	2,000.00	—	
Sight Loss Services		750.00		750.00	750.00	—	
Inspection of Animals Expense		100.00		100.00	100.00	—	
Health Agent Salary		59,109.56		59,108.56	56,448.41	2,661.15	
Health Expense	166.91	3,385.00		3,551.91	2,391.72	1,160.19	
Dutch Elm Disease Expense		—		—	—	—	
Insect/Pest/Poison Ivy Control Expense		960.00		960.00		960.00	
Tree Warden Expense				—		—	
Council on Aging Salary		78,230.80		78,230.80	78,230.80	—	
Council on Aging Expense		14,292.00		14,292.00	14,292.00	—	
Council on Aging Adult Day Program Salary		57,338.32		57,338.32	57,338.32	—	
Council on Aging Adult Day Program Expense		4,896.00		4,896.00	4,883.70	2.30	
Veterans Services Expense	124.33	8,675.00		8,799.33	8,673.65	124.33	1.35
Veterans Services - Benefits		8,200.00		8,200.00	7,191.88	(0.00)	1,008.12

Account	Balance From Past Year	Annual/ Special Town Meeting Appropriation	Loans Transfers & Other Receipts	Total	Expenditures and Other Debits	Unexpended Balance Closed to Revenue	Balance Forward to Next Year
Veterans Grave Officer Expense		75.00		75.00		—	75.00
Old Cemeteries Expense				—		—	
Library Salary		93,327.00		93,327.00	93,327.00	—	
Library Expense		37,785.00		37,785.00	36,399.0	743.52	642.38
Recreation Commission Salary	—	42,411.52		42,411.52	38,971.74	3.439.78	—
Recreation Commission Expense	—	15,097.00		15,097.00	15,095.16	1.84	—
Information Booth Expense	—	363.00		363.00	148.30	214.70	—
Olde Mill Salary	—	3,300.00		3,300.00	2,311.52	988.48	—
Beach Program Salary	—	71,259.92		71,259.92	70,087.49	1,172.43	—
Beach Program Operations	72.24	16,110.08		16,182.32	16,110.08	72.24	—
OTHER							
County Assessments		160,913.00		160,913.00	160,913.00	—	—
State Assessments		73,038.00		73,038.00	73,038.00	—	—
Bank Charges Expense		4,500.00		4,500.00	2,757.67	—	1,742.33
Interest Expense		20,000.00		20,000.00	15,131.65	4,868.35	
Employee Physical/Other		2,100.00		2,100.00	270.00	—	1,830.00
Employee Training	2,498.03			2,498.03	2,493.27	4.76	
Employee Benefits		6,200.00		6,200.00	1,618.21	—	4,581.79
School Building Bond Payment		—		—	—	—	
Library Building Bond Payment		—		—	—	—	
Police Station Construction Bond Payment		152,100.00		152,100.00	152,100.00	—	
Lamont Smith Land Purchase Bond Payment		—		—	—	—	
Horton Property Bond Payment		200,000.00		200,000.00	200,000.00	—	
Highway Facility Bond Payment		78,520.00		78,520.00	78,520.00	—	
Transfer Station Construction Bond Payment		29,380.00		29,380.00	29,380.00	—	
Septage Treatment Plant Bond Payment		65,000.00		65,000.00	65,000.00	—	

Account	Balance From Past Year	Annual/ Special Town Meeting Appropriation	Loans Transfers & Other Receipts	Total	Expenditures and Other Debits	Unexpended Balance Closed to Revenue	Balance Forward to Next Year
Affordable Housing Purchase Loan Payment		35,000.00		35,000.00	35,000.00	—	
Town Hall Renovation Bond		175,000.00		175,000.00	175,000.00	—	
Roach Property Acquisition Bond		80,000.00		80,000.00	80,000.00	—	
Landfill Capping Bond		57,191.47	(57,191.47)	—		—	
Barnstable County Retirement Assessment	—	362,262.00	–	362,262.00	362,262.00	—	—
Subtotal	**194,982.56**	**11,239,395.13**	**(19,643.47)**	**11,414,734.22**	**10,877,868.41**	**336,440.05**	**207,425.76**
OTHER/ARTICLES							
Unpaid Bills Expense	—	5,383.77		5,383.77	5,383.77	—	—
Roach Property	16,791.25	(16,791.25)		—	—	—	
Employee Classification	2,532.11	—		2,532.11	—	—	2,532.11
Employee Association Signing	—			—		—	
Property Assessment	15,701.61			15,701.61	9,076.32	0.00	6,625.29
Data Collection ATM 97 Art. 5	29,518.79			29,518.79	16,023.68	—	13,495.11
Reval. Consultant ATM 97 Art. 6	3,300.00	—		3,300.00	—	—	3,300.00
Data Collections	—	30,000.00		30,000.00		—	30,000.00
Data Processing/Computer Equipment	1,762.47			1,762.47	1,762.47	—	
Conservation Com. Expert Testimony	525.00			525.00	—	—	525.00
Conservation Commission Appraisals	1,575.00			1,575.00	—	—	1,575.00
Rock Harbor Dredging	—			—	—	—	
Rock Harbor Electrical	7,300.00			7,300.00	—	—	7,300.00
N/R Outboard	777.78			777,78	—	777.78	
N/R Pickup Truck	1,538.00			1,538.00	—	—	1,538.00
Beach Program	—	14,000.00		14,000.00	2,705.75	—	11,294.25
Town Planner	5,051.11			5,051.11	1,132.62	3,918.49	
Telephone System	3,127.46			3,127.46	—	—	3,127.46
Public Building Equipment	69.03			69.03	—	69.03	

Account	Balance From Past Year	Annual/ Special Town Meeting Appropriation	Loans Transfers & Other Receipts	Total	Expenditures and Other Debits	Unexpended Balance Closed to Revenue	Balance Forward to Next Year
Police Air Conditioning	118.23			118.23	—	118.23	
Property Appr. STM 11/98	—	15,000.00		15,000.00	3,644.50	—	11,355.50
Police Station Door	713.17			713.17	—	713.17	
Fire Station Articles	2,106.65	80,000.00		82,106.65	1,200.00	5,917.37	74,989.28
Bylaw Codification	6,565.00			6,565.00	—	—	6,565.00
Education/Elem. School Articles	3,814.01	70,300.00		74,114.01	63,866.18	(0.00)	10,247.83
General Maintenance Articles	18,037.17			18,037.17	—	—	18,037.17
Snow & Sand Articles		41,300.00	(20,000.00)	21,300.00	14,514.00	—	6,786.00
NRSD	—	76,558.00	(31,800.00)	44,758.00	21,671.25	23,086.75	
Public Buildings		14,500.00		14,500.00	—	—	14,500.00
Data Processing/Computer Equipment		20,000.00		20,000.00	5,349.90	—	14,850.10
Harbor/Landings		2,300.00		2,300.00	—	—	2,300.00
COA		3,000.00		3,000.00	—	—	3,000.00
Nat. Res.		30,000.00		30,000.00	20,000.00	—	10,000.00
DPW Capital		98,000.00		98,000.00	79,537.00	16,294.09	2,168.91
Matching Grants		30,000.00		30,000.00	151.74	—	29,848.26
DPW Roads		—	20,000.00	20,000.00	17,831.09	2,168.91	
COA and COA/ADC Articles	1,800.00			1,800.00	—	—	1,800.00
Juice Bar		5,000.00		5,000.00	5,000.00	—	
Library Articles	2,293.81			2,293.81	—	962.50	1,331.31
Olde Mill Repairs	1,026.27	10,000.00		11,026.27	5,109.02	2,432.23	3,485.02
Info Booth Repairs	2,458.75	5,917.25		8,376.00	—	—	8,376.00
Samoset Road Land	—	128,000.00		128,000.00	—	—	128,000.00
IDE Property		12,200.00		12,200.00	12,200.00	—	—
Skate Board Park	—	1,500.00		1,500.00	1,500.00	—	—
Beach Bathhouses & Parking Lots	65,000.00	—	—	65,000.00	—	—	65,000.00
	388,485.23	**11,915,562.90**	**(51,443.47)**	**12,252,604.66**	**11,164,835.38**	**386,590.92**	**701,178.36**

APPROPRIATION BALANCES
December 31, 1999
SCHEDULE E

	Beginning Balance	Current Balance	% Remaining
General Government			
Tn Administrator/Selectmen Office Salary	$137,072	$68,536	50.0%
Tn Administrator/Selectmen Expense	11,131	4,598	41.3%
Administration Expense Encumbered	1,276	—	0.0%
Finance Committee Expense	115	—	0.0%
Reserve Fund	50,000	50,000	100.0%
Elections & Registrations Salary	14,210	11,347	79.9%
Elections & Registrations Expense	3,635	3,620	99.6%
Town Report Expense	6,500	6,500	100.0%
Consulting & Engineering	5,290		0.0%
Town Accountant Salary	82,659	41,399	50.1%
Town Accountant Expense	14,525	8,201	56.5%
Town Accountant Encumbered	1,142	1,000	87.6%
Assessor Office Salary	77,996	38,824	49.8%
Assessor Expense	6,713	3,679	54.8%
Assessor Encumbered	130	—	0.0%
Professional Appraisal	5,386	5,386	100.0%
Treasurer/Tax Collector Office Salary	42,567	22,060	51.8%
Treasurer/Tax Collector Expense	5,846	4,648	79.5%
Treasurer/Collector Encumbered	500	168	33.6%
Tax Title Expense	10,000	10,000	100.0%
Town Clerk Office Salary	12,103	6,479	53.5%
Town Clerk Expense	779	574	73.7%
Legal Services Encumbered	3,667	3,667	100.0%
Legal Services	55,000	9,840	17.9%
Personnel Board Expense	120	120	100.0%
Data Processing Expense	57,120	40,133	70.3%
Date Processing Encumbered	1,893	50	2.6%
Planning Office Salary	45,854	28,639	62.5%
Planning Expense	2,570	1,978	77.0%
Municipal Buildings Salary	70,366	40,401	57.4%
Municipal Buildings Expense	59,221	26,849	45.3%
Municipal Buildings Encumbered	924	863	93.4%
Bulk Fuel Oil Expense	60,000	43,885	73.1%
Central Purchasing Expense	33,800	18,055	53.4%
Central Purchasing Encumbered	806	760	94.3%
Town Ins. - Unemp. Compensation Exp.	12,000	9,507	79.2%
Town Insurance - Employee Expense	599,153	402,421	67.2%
Town Insurance - Town Protection	156,155	50,816	32.5%
Employee Benefits Expense	8,300	7,559	91.1%
Engineering & Consulting	7,426	—	0.0%
Public Safety			
Police Salary	926,949	444,392	47.9%
Police Expense	110,405	48,970	44.4%
Police Encumber	3,207	967	30.2%

	Beginning Balance	Current Balance	% Remaining
Fire Salary	910,089	456,259	50.1%
Fire Expense	49,418	25,865	52.3%
Dispatching Salary	181,145	92,453	51.0%
Dispatching Expense	2,350	798	34.0%
Radio Conversion 800MHz Encumbered	6,308	6,308	100.0%
Harbors & Landings Salary	4,352	2,517	57.8%
Harbors & Landings Expense	1,192	1,135	95.2%
Building Inspection Salary	56,572	28,262	50.0%
Building Inspection Expense	6,134	3,066	50.0%
Gas/Plumbing Inspection Expense	15,953	7,976	50.0%
Wire Inspection Expense	15.053	7,976	50.0%
Civil Defense Expense	100	100	100.0%
Schools			
Elementary School Operations Encumbered	168,118	136,922	81.4%
Elementary School Operations	2,346,902	1,478,677	63.0%
Nauset Regional Capital Assessment	258,557	129,279	50.0%
Nauset Regional Operating Assessment	2,260,607	1,130,303	50.0%
Cape Cod Regional Technical H.S. Assess.	56,107	22,443	40.0%
General Maintenance			
General Maintenance Salary	237,383	120,208	50.6%
General Maintenance Expense	66,837	45,338	67.8%
General Maintenance Encumbered	302	—	0.0%
Public Works/Natural Resources Facility	18,840	18,840	100.0%
Snow & Sanding Salary	10,030	9,133	91.1%
Snow & Sanding Expense	6,100	4,031	66.1%
Street Lighting Expense	10,673	6,244	58.5%
Sanitation			
Sanitary Landfill Salary	91,829	45,385	49.4%
Sanitary Landfill Expense	192,452	95,393	49.6%
Environmental			
Natural Resource Salary	125,326	59,464	47.4%
Natural Resource Expense	19,558	5,490	28.1%
Conservation Commission Salary	12,558	5,784	46.3%
Conservation Commission Expense	1,475	683	46.3%
Public Health			
Town Nurse Expense	6,500	4,839	74.4%
Inspection of Animals Expense	100	100	100.0%
Health Agent Salary	60,973	26,608	43.6%
Public Health Expense	2,670	1,707	63.9%
Council on Aging Salary	81,444	41,792	51.3%
Council on Aging Expense	60,518	54,386	89.9%
COA Adult Day Program Salary	60,538	31,299	51.7%
COA Adult Day Program Expense	4,791	2,180	45.5%
Human Services Expense	40,206	30,330	75.4%
Human Services Expense Encumbered	875	225	25.7%

	Beginning Balance	Current Balance	% Remaining
Veteran's Services			
Veteran's Services Expense	8,891	1	0.0%
Veteran's Services Benefits	8,200	8,200	100.0%
Veteran's Expense Encumbered	1,009	50	4.9%
Cemeteries			
Veteran's Grave Officer	75	75	100.0%
Old Cemeteries Expense	1	—	0.0%
Libraries			
Library Salary	108,813	55,014	50.6%
Library Expense	40,560	21,379	52.7%
Library Expense Encumbered	642	642	100.0%
Parks & Recreation			
Recreation Salary	37,207	27,653	74.3%
Recreation Expense	15,097	6,804	45.1%
Information Booth Expense	364	364	100.0%
Olde Mill Salary	3,300	451	13.7%
Beach Program Operations	79,420	23,500	29.6%
Interest			
Certification of Notes Expense	250	195	78.0%
Interest Expense	182,412	109,635	60.1%
Financing Charges	1,742	1,301	74.7%
Bank Charges Expense	3,900	2,599	66.6%
Indebtedness			
Police Station Bond	155,000	155,000	100.0%
Horton Property	200,000	200,000	100.0%
Highway Facility	75,000	75,000	100.0%
Transfer Station	30,000	30,000	100.0%
Septage Treatment	65,000	65,000	100.0%
Town Hall	175,000	175,000	100.0%
Roach Property	80,000	80,000	100.0%
Assessments			
County	155,666	78,866	50.7%
State	75,062	55,530	74.0%
Pensions & Retirement			
Barnstable County Retirement	433,070	216,535	50.0%
Unclassified			
Unpaid Bills-Prior Year	990	990	100.0%
Other Articles			
Moderator	150	150	100.0%
Selectmen	7,500	4,500	60.0%
Treasurer/Collector	36,212	18,106	50.0%
Town Clerk	33,521	16,761	50.0%
Employee Classification	2,532	2,532	100.0%

	Beginning Balance	Current Balance	% Remaining
Elementary School	6,434	6,434	100.0%
Elementary School FY-2000	61,314	61,314	100.0%
Public Buildings	22,000	4,865	22.1%
Data Processing	42,650	2,578	6.0%
Harbor & Landings	2,300	2,300	100.0%
COA	33,000	33,000	100.0%
Natural Resources	27,000	9,643	35.7%
DPW	83,169	83,169	100.0%
Info Booth M/R	18,376	1,232	6.7%
Beach	11,294	190	1.7%
Snow/Sand	6,786	5,100	75.2%
Fire	118,989	93,666	78.7%
Matching Grant Article 19	29,848	29,848	100.0%
Police	30,800	4,000	13.0%
Gravestone Markers	36,000	2,500	6.9%
Juice Bar	5,000	1,250	25.0%
Property Aquisition	75,000	459	0.6%
Greenhead Fly	1,200	—	0.0%
EASEMENT	9,500	9,500	100.0%
CC MAPPING	1,000	1,000	100.0%
Public Buldings Telephone System	3,127	424	13.6%
Professional Appraisal	124,776	54,900	44.0%
Conservation Commission Expert Testimony	525	525	100.0%
Conservation Commission Appraisals	1,575	1,575	100.0%
Rock Harbor Electrical	7,100	7,100	100.0%
NR Truck	1,538	—	0.0%
Bylaw Codification	6,565	6,565	100.0%
DPW Roads	7,806	6,806	87.2%
C.L.A.M.S.	1,331	1,331	100.0%
Beach Improvements	20,000	19,915	99.6%
Bathhouses Art. 13 ATM 5/97	40,000	40,000	100.0%
Parking Lot Art. 13 ATM 5/97	25,000	25,000	100.0%
Info Both Art 13 ATM 5/97	3,849	3,485	90.5%
DPW/NR Paint	6,000	6,000	100.0%
DPW/NR Radio System	2,231	2,231	100.0%
COA Outside Door	1,800	1,800	100.0%
Total General Fund	**$13,047,748.00**	**$7,568,317.78**	**58.0%**

SALARIES/WAGES
Paid in Calendar Year 1999
SCHEDULE F

NAME	BASE PAY	OVERTIME	OTHER	TOTAL
Selectmen				
Bebout, Madeline A.	$1,250.00	—	—	$1,250.00
Burt, Linda	—	—	—	—
Collins, Kenelm M.	1,250.00	—	—	1,250.00
Crary, David W.	1,250.00	—	—	1,250.00
Mumford, Robert	250.00	—	—	250.00
Newton, Thomas	1,250.00	—	—	1,250.00
			Selectmen	**5,250.00**
Moderator				
Curtis, Henry	100.00			**100.00**
Administration				
Boyd, Elaine M.	11,736.34	—	—	11,736.34
Bishop, Frances	608.00	—	—	608.00
Fogg, Kathleen A.	21,180.05	—	—	21,180.05
Giguere, Richard	21,711.84	2,817.84	—	24,529.68
Martin, Carol	6,043.00	—	—	6,043.00
Martell, Yvonne C.	27,526.00	—	650.00	28,176.00
Stalker, Ronald	4,671.69	40.54	—	4,712.23
Vanderhoef, Sheila	75,065.90	—	—	75,065.90
Varley, Robert P.	27,456.33	374.01	—	27,830.34
			Administration	**199,881.54**
Assessing				
Coco, Frances M.	39,821.65	—	—	39,821.65
Ellis, Dolores A.	25,407.27	—	650.00	26,057.27
Harwood, William	5,575.50	—	—	5,575.50
Loftus, Angela	10,914.95	—	—	10,914.95
			Assessing	**82,369.37**
Town Accountant Office				
Heilala, Alexandra H.	28,043.79	—	—	28,043.79
Ryan, David L.	52,362.04	—	—	52,362.04
		Town Accountant Office		**80,405.83**

NAME	BASE PAY	OVERTIME	OTHER	TOTAL
Treasurer/Tax Collector				
Days, Carol C.	12,054.11	—	—	12,054.11
Plante, Joan M.	35,599.31	—	—	35,599.31
Stanfield, Nancy J.	29,665.87	—	—	29,665.87
			Treasurer/Tax Collector	**77,319.29**
Town Clerk's Office				
Christianson, Patricia	11,757.22	—	—	11,757.22
Kreber, Helen	10,782.84	—	—	10,782.84
Lamperti, Lillian L.	32,954.02	—	—	32,954.02
			Town Clerk's Office	**55,494.08**
Police Department				
Blauvelt, Raymond J.	44,387.20	7,293.27	825.00	52,505.47
Haley, Mark Thomas	44,387.20	17,511.29	7,324.50	69,222.99
Hayes, Thomas F.	53,313.28	1,876.11	2,916.00	58,105.39
Hedlund, Richard R.	67,407.36	3,736.08	2,522.00	73,665.44
Kelly, Michael W.	39,218.40	7,104.78	4,2465.75	50,569.93
Lofstrom, David J.	48,539.40	176.33	6,339.00	55,054.73
Novotny, Benjamin	49,420.80	2,859.89	1,857.00	54,137.69
Pierpont, Jonathan S.	43,940.00	3,508.92	6,727.50	54,176.42
Quigley, William	35,318.40	1,022.52	4,098.00	40,438.92
Roderick, Kenneth J.	42,176.00	7,926.68	1,341.15	51,443.83
Savin, Brian L.	37,086.40	7,931.19	24,095.00	69,112.59
Stewart, Eric A.	40,352.00	5,527.89	1,700.00	47,579.89
Sweetser, Barbara A.	40,227.20	784.57	650.00	41,661.77
Sylvia Jr., Norman A.	41,682.70	4,979.93	11,493.00	58,155.63
Szucs, John R.	41,842.56	1,274.82	4,985.04	48,102.42
Watson, Donald A.	71,749.60	—	—	71,749.60
Young, Matthew R.	46,259.20	3,756.82	9,980.25	59,996.27
			Police Department	**955,678.98**
Police Temp/Specials				
Arnold, Keith Thomas	679.72	—	—	679.72
Avellar, Thomas D.	1,207.61	—	168.00	1,375.61
Bohannon, Adam	7,436.60	801.00	3,860.00	12,097.60
Bohannon, Douglas	1,097.10	—	112.00	1,209.10
Collins, Thomas A.	3,020.00	—	1,047.50	4,067.50
Corrigan, Ronald P.	2,297.64	—	11,473.50	13,771.14
Davis, Douglas	2,198.93	—	224.00	2,422.93
Deschamps, Daniel	5,911.20	113.10	1,249.00	7,273.30
Hayes, Roxanne T.	375.76	—	—	375.76
Lind, John	3,556.48	211.59	3,059.50	6,826.57
Mickle, Martin	—	—	570.00	570.00
Nightingale, Craig	1,177.50	—	8,245.50	9,423.00
Peters, Marilyn	227.92	—	—	227.92
Stevens, Mary	591.36	—	—	591.36
Sullivan, Daniel	3,517.90	—	1,102.00	4,619.90
Tompkins, Scott	4,113.45	—	—	4,113.45
Varley, Kevin	5,081.80	—	2,384.50	7,466.30
Watson, Michele E.	89.32	—	—	89.32
			Police Temp/Specials	**77,730.60**

NAME	BASE PAY	OVERTIME	OTHER	TOTAL
Fire Department				
Abbott, Deborah J.	22,552.00	—	—	22,552.00
Bartolini, Barry M.	49,718.28	24,281.51	1,000.00	74,999.79
Burns, Gary A.	49,718.88	12,864.19	1,000.00	63,583.07
Burns, Steven N.	50,521.36	16,502.24	1,000.00	68,023.60
Edmunds, Brian	58,257.72	16,388.94	1,000.00	75,646.66
Francke, Barbara E.	37,274.40	3,120.54	2,000.00	42,394.94
Frazier, Charles E.	43,676.40	13,936.35	1,000.00	58,612.75
Meyers, Douglas V.	46,129.08	6,527.56	1,000.00	53,656.64
Mickle, Theodore F.	60,767.20	23,085.50	4,009.83	87,862.53
Mulvey, William	46,512.50	—	—	46,512.50
Olson, Glen J.	39,967.70	12,367.02	2,000.00	54,334.72
Piltzecker, William R.	38,263.92	13,581.12	1,000.00	52,845.04
Smith-Marvin, Jennifer	51,080.40	4,587.24	2,000.00	57,667.64
Sprague, William	43,706.88	11,741.28	2,000.00	57,448.16
Stubbs, Lisa M.	42,791.88	9,252.55	2,000.00	54,044.43
			Fire Department	**870,184.47**
Call Fire				
Defina, Ann	468.42	—	1,000.00	1,468.42
Laribee, David	—	—	1,000.00	1,000.00
McGrath, James M.	2,244.62	—	775.00	3,019.62
Mickle, Martin	—	—	250.00	250.00
Watson Jr., Donald A.	542.25	—	525.00	1,067.25
			Call Fire	**6,805.29**
Dispatch				
Austin, Julie	31,075.20	18,777.06	650.00	50,502.26
Brookshire, Shannon	12,257.76	841.68	—	13,099.44
Curtis, Maria I.	29,879.20	15,890.50	—	45,769.70
Diamond, Sean	2,331.00	—	—	2,331.00
Gibbs, Joseph T.	1,080.31	—	—	1,080.31
Mason, Cindy	166.32	—	—	166.32
Miller-Cordova, Emilie	1,914.75	—	—	1,914.75
Napolitano, Jennifer	5,732.28	2,150.64	—	7,882.92
Parilla, Joseph	126.00	—	—	126.00
Roderick, Kimberly Ann	13,476.86	328.95	—	13,805.81
Shepherd, Barbara J.	24,556.32	44.37	175.00	24,775.69
Sherlin, William R.	15,329.60	1,851.36	—	17,180.96
			Dispatch	**178,635.16**
Building & Health Insp.				
Adams II, Wallace	15,682.94	—	—	15,682.94
Bates, Kenneth L.	45,510.40	—	—	45,510.40
Higgins, Delores	100.00	—	—	100.00
Leven, Susan	33,522.30	—	—	33,522.30
Magill-Strakele, Madelyn	23,244.29	—	—	23,244.29
Shea, Janice	2,245.51	—	—	2,245.51
Tibbetts, Imogene	40,972.00	—	—	40,972.00
Van Ryswood, Scott	15,682.94	—	2,970.00	18,652.94
			Building & Health Insp.	**179,930.38**

NAME	BASE PAY	OVERTIME	OTHER	TOTAL
Natural Resources				
Goddard, Nathaniel	13,013.91	370.45	—	13,384.36
Hagberg, Erik	2,527.79	—	—	2,527.79
Hollis, Thomas E.	29,702.40	542.30	—	30,244.70
Lind, Jr., Henry F.	50,476.40	—	—	50,476.40
Mugford, Richard	2,078.39	—	—	2,078.39
Nault, Denis	2,681.78	—	—	2,681.78
O'Connor, Michael	18,306.69	—	—	18,306.69
O'Sullivan, Joseph	3,839.75	—	—	3,839.75
Stewart, Kay	22,326.46	—	—	22,326.46
			Natural Resources	**145,866.32**
DPW/Transfer Station				
Burgess, Alan J.	29,536.01	289.24	—	29,825.25
Douglas, Steven G.	56,596.80	3,420.00	650.00	60,666.80
Knowles, Robert R.	25,147.20	1,217.44	—	26,364.64
Laribee, David A.	36,287.71	2,472.10	—	38,759.81
Lopez, Victor	35,193.60	2,773.58	—	37,967.18
McMakin, Gary W.	33,404.80	2,253.67	—	35,658.47
Mickle, Martin J.	44,735.27	4,179.43	1,601.28	50,515.98
Peters, Jeffery	26,993.19	—	—	26,993.19
Vaughan, Heidi	28,068.80	1,519.29	—	29,588.09
			DPW/Transfer Station	**336,339.41**
Elections & Registrations				
Ainsworth, Kenneth	22.31	—	—	22.31
Anthony, Mary	26.25	—	—	26.25
Anthony, Nathan	23.63	—	—	23.63
Blaisdell, Olive	48.56	—	—	48.56
Conrad, Hawkins M.	23.63	—	—	23.63
Doyle, Mary	51.20	—	—	51.20
Duffy, Adeline T.	56.15	—	—	56.15
Fagan, Maureen	100.80	—	—	100.80
Goematt, Harold	23.63	—	—	23.63
Higgins, George	23.63	—	—	23.63
Phillips, Rita	26.63	—	—	26.63
Williams, Catherine	32.00	—	—	32.00
			Elections & Registrations	**458.42**
COA/ADC				
Barnard, Edward	3,395.25	—	—	3,395.25
Bartolini, Mario	3,757.50	—	—	3,757.50
Busch, William	2,565.00	—	—	2,565.00
Carpenter, Cecille	21,703.52	—	—	21,703.52
Davenport, Hilda	3,359.21	—	—	3,359.21
Gill, Katherine C.	33,196.81	—	—	33,196.81
Klinger, Bette J.	24,546.60	—	—	24,546.60
Matousek, Vera	7,236.95	—	—	7,236.95
Mickola, Kathryn	853.13	—	—	853.13
Ranaldo, Jane	542.25	—	—	542.25

NAME	BASE PAY	OVERTIME	OTHER	TOTAL
Ryder, Patricia L.	13,326.58	—	—	13,326.58
Shelton, Sandra G.	13,211.84	—	—	13,211.84
Szedlak, Sandra	21,996.07	—	—	21,996.07
			COA/ADC	149,690.71
Library				
Gloo, Linda	4,751.52	—	—	4,751.52
Hoskey, Curry Rose	26,754.00	—	—	26,754.00
Lederhouse, Susan	35,917.70	—	—	35,917.70
Magane, Martha R.	27,400.10	—	—	27,400.10
Terhune, Cornelia B.	9,410.19	—	—	9,410.19
			Library	104,233.51
Beach & Recreation, Info Booth & Olde Mill				
Ambrose, Dustin	2,040.50	—	—	2,040.50
Billings, Sarah	2,052.75	—	—	2,052.75
Boyle, Julia	2,926.00	—	—	2,926.00
Brown, Ruth	4,339.95	—	—	4,339.95
Burton, Katharine	1,449.00	—	—	1,449.00
Canode, Meredith J.	2,740.75	—	—	2,740.75
Cashin, Michael	607.25	—	—	607.25
Castaldini, Rayna	1,065.75	—	—	1,065.75
Eagles, Clyde A.	1,328.64	—	—	1,328.64
Fernandes, Tracy L.	7,650.00	—	—	7,650.00
Fink, Alyson	738.50	—	—	738.50
Foley, Christian	2,303.00	—	—	2,303.00
Gawrych, Kristopher	1,296.75	—	—	1,296.75
Gentner, Phillip	2,551.50	—	—	2,551.50
Hogg, Patricia M.	4,749.13	—	—	4,749.13
Holmberg, Joanne	1,453.50	—	—	1,453.50
Hughes, Lesley	2,129.75	—	—	2,129.75
Marucci, Kathleen	1,750.50	—	—	1,750.50
McLaughlin, Gregory	2,223.00	—	—	2,223.00
McMakin, Larasa	778.75	—	—	778.75
Mullett, Joseph	2,866.50	—	—	2,866.50
Mulvey, Shawn	390.25	—	—	390.25
Nelson, Krystle	1,011.50	—	—	1,011.50
Nelson, Richard	708.75	—	—	708.75
Nickerson, Marcia	2,162.55	—	—	2,162.55
Noonan, Moira	1,683.00	—	—	1,683.00
Owens, James	1,974.35	—	—	1,974.35
O'Connor, Margaret	206.50	—	—	206.50
Pemberton, Julie T.	3,245.40	—	—	3,245.40
Powers, Mark	36,805.60	—	—	36,805.60
Peters, Jamie	3,024.00	—	—	3,024.00
Rego, Patricia	1,702.38	—	—	1,702.38
Plakas, Michael	852.25	—	—	852.25
Schubert, John	2,280.25	—	—	2,280.25
Stein, Paula	1,041.25	—	—	1,041.25

NAME	BASE PAY	OVERTIME	OTHER	TOTAL
Silvio, Vincent	500.50	—	—	500.50
Savin, Wilma	1,484.03	—	—	1,484.03
Slade, Zoe	714.00	—	—	714.00
Sprague, Jennifer	1,002.75	—	—	1,002.75
Stadelmann, Kelly	1,555.75	—	—	1,555.75
			Total Department	**111,386.53**
School				
Adams, Helene	300.00	—	—	300.00
Adams, Tammy	14,541.84	—	—	14,541.84
Alarie, Theresa	2,210.00	—	—	2,210.00
Ambrose, Clifford	102.00	—	—	102.00
Ames, Kimberly L.	34,149.90	—	—	34,149.90
Anderson, David	540.00	—	—	540.00
Anderson, Norma	120.00	—	—	120.00
Angell, Barbara	70.00	—	—	70.00
Barnard, James	1,184.21	—	—	1,184.21
Barnard, Linda	54,040.72	—	—	54,040.72
Barney, Julie	5,651.72	—	—	5,651.72
Bicknell, Doris	103.00	—	—	103.00
Bronson, Chloe	386.00	—	—	386.00
Blanchard, Cynthia C.	33,725.52	—	—	33,725.52
Brown, Muriel	38,803.36	—	—	38,803.36
Burk-Friedman, Bonny	280.00	—	—	280.00
Burt, Linda S.	35,777.45	—	—	35,777.45
Carlisle, Jill K.	36,201.98	—	—	36,201.98
Carlson-Perrow, Cheryl	60.00	—	—	60.00
Chant, Peter	360.00	—	—	360.00
Chittick, Caroline	360.00	—	—	360.00
Cicale, Rhea I	4,567.76	—	—	4,567.76
Conklin, Johanna	5,188.40	—	—	5,188.40
Consiglio, Arline L.	22,892.90	—	—	22,892.90
Coughlan, Patricia	12,143.78	—	—	12,143.78
Crabtree, Lisa	2,016.00	—	—	2,016.00
Crocker, Cary	11,928.06	—	—	11,928.06
Crowell, Beth	80.00	—	—	80.00
Cunnane, Robert	673.00	—	—	673.00
Czujak, Deborah	1,894.00	—	—	1,894.00
Daniels, Patsy J.	5,645.00	—	—	5,645.00
Davis, Kathy M.	38,751.96	—	—	38,751.96
Deegan, Tracey D.	33,425.28	—	—	33,425.28
Deschamps, Kerry	15,223.64	—	—	15,223.64
Dolan-Niles, Ann	1,680.00	—	—	1,680.00
Downes, Laurie	240.00	—	—	240.00
Douglas, Diane P.	23,482.24	—	—	23,482.24
Draper, Paula	180.00	—	—	180.00
Dus, Teresa	11,676.22	—	—	11,676.22
Edmonson, Janet	29,851.58	—	—	29,851.58
Escher, Mary K.	18,205.24	—	—	18,205.24
Espeseth, Doreen	360.00	—	—	360.00
Faris, Stacey	90.00	—	—	90.00
Flaherty, Annie	46,389.52	—	—	46,389.52

NAME	BASE PAY	OVERTIME	OTHER	TOTAL
Forgeron, Susan	34,922.18	—	—	34,922.18
Fraktman, Monique	30,461.58	—	—	30,461.58
Frazier, Wendy	8,164.80	—	—	8,164.80
Frye, Amy E.	31,249.52	—	—	31,249.52
Gage, Marianne	43.00	—	—	43.00
Genois, Mary	12,100.54	—	—	12,100.54
Geueke, Christine	43.00	—	—	43.00
Gill, Laura	103.00	—	—	103.00
Goward, Nancy	283.00	—	—	283.00
Greco, Rebecca	5,787.48	—	—	5,787.48
Grue, Caitlin	4,325.16	—	—	4,325.16
Hansen, Kristofer	360.00	—	—	360.00
Hansen, Malinda Bambi	240.00	—	—	240.00
Hensler, Joan G.	47,246.95	—	—	47,246.95
Herrick, Cindy	180.00	—	—	180.00
Holland, Alice	11,447.43	—	—	11,447.43
Hollander-Essig, C.	9,097.94	—	—	9,097.94
Houghton, Carol P.	29,103.14	—	—	29,103.14
Hubbard, Rachel	60.00	—	—	60.00
Hyora-Williams, Jennifer	480.00	—	—	480.00
Ide, Patricia	705.00	—	—	705.00
Kiklis, David	7,343.51	—	—	7,343.51
Klinefelter, Patricia	47,984.12	—	—	47,984.12
Krikorian, Kathleen	1,012.50	—	—	1,012.50
Laplant, Richard W.	46,689.52	—	—	46,689.52
Lebanc, Joan	300.00	—	—	300.00
Lopez, Carol	15,734.60	—	—	15,734.60
Loranger, Eileen	35,002.18	—	—	35,002.18
Lucil, David	129.00	—	—	129.00
Martin-Langtry, Donna	35,600.58	—	—	35,600.58
Matulaitis, Susan	215.00	—	—	215.00
McCarthy, Mary E.	48,193.96	—	—	48,193.96
McCluskey, Linda	7,386.17	—	—	7,386.17
McDonnell, Jane	300.00	—	—	300.00
McGrath, Michael	60.00	—	—	60.00
McMakin, Dena	11,447.43	—	—	11,447.43
McPherson, Karen L.	300.00	—	—	300.00
Messina, Erin	931.13	—	—	931.13
Middleton, Linda	120.00	—	—	120.00
Mitchell, Diana	65.00	—	—	65.00
Molloy, Esther	60.00	—	—	60.00
Morris, Louise	39,550.92	—	—	39,550.92
Muise, Jonathan	180.00	—	—	180.00
Nevers, Catherine	2,054.96	—	—	2,054.96
Newton, Julie T.	32,250.88	—	—	32,250.88
Norgeot, Gretel	43.00	—	—	43.00
O'Connor, Karen	49,150.86	—	—	49,150.86
Packett, James	58,680.51	—	—	58,680.51
Paine, Pamela	60.00	—	—	60.00
Pavlu, Edward	14,779.74	—	—	14,779.74
Pearston, Patricia	17,393.56	—	—	17,393.56
Peno, Erica	26,825.50	—	—	26,825.50
Piasecki, Leonard	3,906.68	—	—	3,906.68
Pike, Ann S.	42.00	—	—	42.00

NAME	BASE PAY	OVERTIME	OTHER	TOTAL
Poitras, Eileen M.	20,823.40	—	—	20,823.40
Read, Lynn	7,702.92	—	—	7,702.92
Reichers, Karen L.	28,544.82	—	—	28,544.82
Relin, Mitchell G.	49,290.86	—	—	49,290.86
Richard, Sharon	1,935.00	—	—	1,935.00
Richer, Ovila A.	4,482.75	—	—	4,482.75
Ritvo, Donna	223.00	—	—	223.00
Rozema, Judith L.	4,650.00	—	—	4,650.00
Ryan, Joan	540.00	—	—	540.00
Sankey, Brian	60.00	—	—	60.00
Santos, Mark	10,552.60	—	—	10,552.60
Scalese, Leah	301.00	—	—	301.00
Scholl, Margaret	344.00	—	—	344.00
Shaw, Tamsyn	29,205.72	—	—	29,205.72
Shay, Daniel E.	74,995.61	—	—	74,995.61
Spencer, Susan	11,447.43	—	—	11,447.43
Springer, Soni	1,690.00	—	—	1,690.00
Steber, Dawn K.	60.00	—	—	60.00
Stewart, Tammy	156.69	—	—	156.69
Teece, Jody	15,890.02	—	—	15,890.02
Templeton, Marcia	436.36	—	—	436.36
Thackeray, Megan	360.00	—	—	360.00
Torres, Kim	240.00	—	—	240.00
Trickett, Constance	429.00	—	—	429.00
Tuxbury, Kathryn	180.00	—	—	180.00
Tuxbury, Susan	60.00	—	—	60.00
Varley, Elise	12,266.62	—	—	12,266.62
Wallace, Colleen	86.00	—	—	86.00
Weatherup, Laura	5,330.70	—	—	5,330.70
Weber, Jill	12,196.39	—	—	12,196.39
Webster, Catherine	70.00	—	—	70.00
Wharton, Karen	30,017.37	—	—	30,017.37
Wogisch, Laura	70.00	—	—	70.00
Yakola, Coreen M.	35,640.51	—	—	35,640.51
Yakola, Eric	44,773.84	—	—	44,773.84
Zibrat, Robin	180.00	—	—	180.00
			School	**1,680,981.92**
TOTAL ALL DEPTS.	**$4,836,422.74**	**$308,787.27**	**$153,531.80**	**$5,298,741.81**

NAUSET REGIONAL SCHOOL DISTRICT
Fiscal 98-99 Salaries

Name	Position	98/99 Gross
Michael Gradone	Superintendent	$98,045.26
Susan Hyland	Business Manager	75,261.14
Linda Medeiros Stevens	Curriculum Director	82,250.00
Maureen Brenner	Special Needs Director	77,785.00
Laurie Davis	Admin. Assistant	33,029.00
Wilhemina Newmier	Admin. Assistant	42,146.00
Marcia Templeton	Personnel Coordinator	40,146.00
James Nowack	Accounting Manager	40,000.00
Joyce Kanavos	Clerk	10,971.00
Nancy Long	Secretary	19,285.00
Andrea Popoli	Accounts Payable	30,558.25
Barbara Remington	Payroll & Benefits	27,285.55
Arlynn DeVito	Secretary	27,764.00
Marilyn Feldman	Principal	81,441.00
Jay Sweet	Asst. Principal	62,411.00
Joseph Borsari	Dean of Students	57,699.00
Judy Hall	Clerk	7,515.00
Kathleen O'Leary Lofstrom	Secretary	17,965.00
Kerry Studley	Clerk	20,498.00
Edith Tuxbury	Secretary	24,713.55
Jeffrey Pimental	Facilities Manager	20,581.71
Paul Richard	Facilities Manager	12,365.12
Joseph Loiselle	Groundskeeper	30,910.00
Susan Mendoza	Custodian	30,610.00
Nancy Corcoran	Custodian	20,149.20
Philip Page	Custodian	33,760.00
Kenneth Tighe	Custodian	21,460.24
Richard White	Custodian	31,010.00
Mark Santos	Maintenance	11,385.86
Margaret Jackman	Secretary	28,709.70
Elaine Brennan	Adjustment Counselor	32,329.00
Kathleen Gatto	School Psychologist	52,876.00
Carol Bader	Secretary	21,755.40
Thomas Egan	Guidance Counselor	50,170.00
Michael Leugers	Guidance Counselor	51,200.84
Ann Phelan	Guidance Counselor	45,563.63
Sarah Kruger	Librarian	46,090.50
Sharon Morgan	Ed. Assistant	11,124.00
Jill Stewart	Nurse	27,539.00
Claire Junkins	Teacher	34,196.00
Michael Moore	Teacher	49,018.00
Katherine Archer	Teacher	49,389.00
Shannon Bertrand	Teacher	29,250.00
Marjorie Block	Teacher	45,131.00
Deborah Blodgett	Teacher	49,904.00
Kathleen Boland	Teacher	31,209.00
Bonnie Brackett	Teacher	48,704.00
Ronald Chad	Teacher	27,373.00

Name	Position	98/99 Gross
Kimberly Conner	Teacher	43,395.00
Carol Corney	Teacher	45,321.00
Mary Crook	Teacher	44,231.00
David DeBaun	Teacher	53,245.00
Elaine Dickinson	Teacher	41,329.50
David Donovan	Teacher	31,209.00
Amy Fish	Teacher	30,420.00
Judith Galligan	Teacher	48,704.00
Anne Geary	Teacher	49,389.00
Ronald Goguen	Teacher	49,904.00
Berj Hagopian	Teacher	32,688.00
Jane Hall	Teacher	53,914.00
Marianne Hammond	Teacher	34,196.00
Carole Hanrihan	Teacher	31,637.00
Lawrence Hansen	Teacher	52,945.00
Bonilyn Heleen	Teacher	51,745.00
Anita Hirsch	Teacher	27,745.00
Linda Johnson	Teacher	31,209.00
Nancy Keefe	Teacher	45,131.00
Dianne Kenney	Teacher	53,014.00
Agnes Knowles	Teacher	44,421.00
John Krenik	Teacher	48,704.00
Robin LaFleur	Teacher	52,945.00
Claire Lanoie	Teacher	44,421.00
Karen Leonhardt	Teacher	46,090.50
Sara Levine	Teacher	44,421.00
Gordon Libbey	Teacher	50,204.00
Robert Masterson	Teacher	45,621.00
John Noonan	Teacher	27,745.00
Lynne Nyman	Teacher	15,282.80
Dennis O'Neill	Teacher	52,945.00
Virginia Ogden	Teacher	41,329.50
Dennis Pearl	Teacher	51,745.00
Tracey Person	Teacher	32,319.00
Mark Prall	Teacher	5,549.00
Karen Reddish	Teacher	27,745.00
Abigail Reid	Teacher	49,904.00
Mariellen Sears	Teacher	45,131.00
Mary Stack	Teacher	31,637.00
Edward Toland	Teacher	49,604.00
Brenda Vecchione	Teacher	49,389.00
Lynn Carver	Teacher	24,743.00
Janette Wise	Teacher	45,321.00
James Yeutter	Teacher	49,904.00
Dawn Adams	Teacher	34,219.00
Nancy Couture	Teacher	33,704.00
Nancy Kogut	Teacher	52,945.00
Joyce MacDonald	Guidance Counselor	52,934.71
James Scanlon	Guidance Counselor	56,058.80
James Shyne	Guidance Counselor	44,764.71
Dorothea Smith	Guidance Counselor	31,250.00

Name	Position	98/99 Gross
Karl Hyot	School Adjustment Couns.	52,696.10
Kathryn MacDonald	Secretary	26,374.05
Suzanne Moulton	Nurse	34,706.00
Alan Castellano	Teacher	51,745.00
Donna Demetri	Teacher	49,904.00
Julie Fitzpatrick	Teacher	32,713.50
Jane Zawadzkas	Teacher	44,421.00
Edward Brookshire	Teacher	46,631.00
Katie McCully	Teacher	34,219.00
Ellen Scalese	Teacher	32,082.00
Bruce Abbott	Teacher	48,704.00
Steven Garrett	Teacher	23,840.57
Lori Albright	Teacher	37,011.00
Donald Bakker	Teacher	54,214.00
Valerie Bell	Teacher	45,131.00
Nancy Bradley	Teacher	49,604.00
Janis Brandt	Teacher	49,389.00
Mary Butts	Teacher	35,587.00
Diane Campbell	Teacher	49,904.00
Paul Chamberlin	Teacher	50,889.00
Andrew Clark	Teacher	31,637.00
Patrick Clark	Teacher	31,209.00
Valerie Cohen	Teacher	33,232.50
Allison Conant	Teacher	12,983.20
Robert Cowan	Teacher	51,745.00
Raymond Craven	Teacher	27,745.00
Paul Davies	Teacher	48,704.00
Linda Delfino	Teacher	29,250.00
Paul Dubovik	Teacher	51,745.00
Richard Durgin	Teacher	48,704.00
Amy Eccles	Teacher	32,903.00
Stan Elias	Teacher	29,250.00
Roger Faucher	Teacher	49,389.00
Priscilla Frost	Teacher	37,163.00
Joyce Fuller	Teacher	48,704.00
Steve Grubiak	Teacher	43,298.00
Judith Hamer	Teacher	41,938.00
Karen Hepinstall	Teacher	31,209.00
Brian Hicks	Teacher	28,855.00
Ross Johnston	Teacher	35,587.00
Timothy Joyce	Teacher	48,704.00
Diane Keon	Teacher	32,319.00
Selena King	Teacher	40,362.00
Eloise Levy	Teacher	48,704.00
Judith Miller	Teacher	52,645.00
Mary Ministeri	Teacher	50,289.00
Mary Shakliks	Teacher	52,945.00
Lorraine Smith	Teacher	48,704.00
Linda McCluskey	Physical Therapist	5,601.00
Guy Boucher	Ed. Assistant	8,692.97
Jeanne Carosella	Ed. Assistant	3,268.00

Name	Position	98/99 Gross
Karen Curtis	Ed. Assistant	11,124.00
Beverly Florance	Ed. Assistant	11,124.00
Laurie Gengarelly	Ed. Assistant	14,043.00
Karen Hansen	Ed. Assistant	13,248.00
Linda Lee	Ed. Assistant	11,124.00
Jeff Masterson	Ed. Assistant	11,124.00
Mary Ann Macklin	Ed. Assistant	5,562.00
Catherine Morris	Ed. Assistant	11,791.00
Gail Piebes	Ed. Assistant	12,498.00
John Read	Ed. Assistant	10,820.00
Tina Scoff	Ed. Assistant	7,860.46
Sue Schwebach	Ed. Assistant	10,942.00
Megan Thackeray	Ed. Assistant	3,769.00
Thomas Conrad	Principal	87,785.00
Paul Markovich	Asst. Principal	66,233.00
Robert Milbier	Asst. Principal	65,033.00
Robin Walker	Computer Coordinator	56,257.55
Marilyn Dearborn	Secretary	29,818.73
Audrey Greenway	Secretary	18,293.00
Amy Martin	Clerk	16,950.53
Lora Sheptyck	Secretary	22,247.70
Scott Appleton	Custodian	20,149.20
Albert Baker	Custodian	10,557.36
Tom Crehore	Custodian	4,043.52
William Butler	Custodian	22,635.00
Robert Clark	Custodian	24,957.52
Alan Francesconi	Custodian	22,007.52
Jeffery O'Brien	Custodian	4,717.44
Cornelius O'Connell	Custodian	30,910.08
Sally Langlois	Custodian	12,062.64
Richard Bolinder	Groundsman	31,132.08
Denis Langlois	Maintenance	37,108.56
Patricia Pozgay	Librarian	45,131.00
John Skeirik	Ed. Assistant	16,726.00
David French	Guidance Counselor	52,034.71
Allison Kochen	Teacher	5,714.22
Karen Lagasse	Teacher	34,196.00
Linda Langlais	Teacher	45,621.00
Geoffrey Leary	Teacher	44,421.00
Elizabeth Lebow	Teacher	27,745.00
Dianne Masterson	Teacher	48,704.00
Kenneth Maynard	Teacher	48,704.00
Pat McCullough	Teacher	48,704.00
Jane McGown	Teacher	30,489.00
Michele McMahon	Teacher	40,362.00
Leila Merl	Teacher	27,745.00
Cheryl Metters	Teacher	48,704.00
Mary Morrision	Teacher	49,904.00
Angela Mossesso	Teacher	51,745.00
Karen Novacon	Teacher	31,637.00
Carol Potoff	Teacher	40,938.00
David Potts	Teacher	34,196.00

Name	Position	98/99 Gross
Joanne Quill	Teacher	35,536.00
Julie Radebaugh	Teacher	45,664.00
Robert Rice	Teacher	52,945.00
John Rivers	Teacher	49,604.00
Jon Rouleau	Teacher	38,747.00
Keith Stanton	Teacher	46,118.00
Heather Stevens	Teacher	32,903.00
Allan Sullivan	Teacher	48,704.00
Stephen Swiniarski	Teacher	44,421.00
Kathleen Tringale	Teacher	27,745.00
Judith Trotta	Teacher	48,704.00
Joseph Walorz	Teacher	45,621.00
Paul White	Teacher	46,631.00
Helen Whittemore	Teacher	37,971.00
Robert Wilkinson	Teacher	50,204.00
David Wood	Teacher	49,389.00
Edward Yasuna	Teacher	53,014.00
Bonnie Bartolini-Trott	Teacher	28,312.50
Christine DeSimone	Teacher	26,678.00
Honor Dixon	Teacher	49,389.00
Mark Mathison	Teacher	46,031.00
Leo Miller	Teacher	8,138.46
Mary Ellen Mountain	Teacher	51,745.00
Jonathan Randall	Teacher	50,289.00
Jodi Birchall	Ed. Assistant	14,043.00
Lisa Brown	Ed. Assistant	11,124.00
Janet Karber	Ed. Assistant	14,886.00
Jane Marquit	Ed. Assistant	15,779.00
Lisa Radavich	Ed. Assistant	1,299.00
Elizabeth Abbott	School Psychologist	56,462.45
Jackie Knox	Secretary	21,755.40

TREASURER'S REPORT

TREASURER'S CASH
JUNE 30, 1999

Cash & Checks in Office	$	50
Non-Interest Bearing Checking Accounts	$	5,146
Interest Bearing Checking Accounts	$	3,354
Liquid Investments	$	3,382,919
Trust Funds	$	332,408
Total All Cash and Investments	**$**	**3,723,877**

TREASURER'S REPORT
TRUST FUNDS
JUNE 30, 1999

FUND NAME	EXPENDABLE	NON-EXPENDABLE	BALANCE 6/30/99
Timothy Smith Fund	$ 70,748.77	$ 50,000.00	$120,748.77
Olde Wind Grist Mill	$ 1,636.09	$ 5,000.00	$ 6,636.09
Original Olde Wind Grist Mill	$ 172.32	$ 500.00	$ 672.32
Town Hall Fund	$ 1,588.77	$ 1,400.00	$ 2,988.77
Town Hall Income Fund	$ 13.95	$ –	$ 13.95
World War I Memorial Fund	$ 2,158.52	$ 268.38	$ 2,426.90
Maurice Wiley Scholarship Fund	$ 1,990.46	$ 2,040.00	$ 4,030.46
Mercy Mines Cemetery Fund	$ 561.22	$ 50.00	$ 611.22
Frank O. Daniels Cemetery Fund	$ 27.75	$ 50.00	$ 77.75
Eastham Grange Educational Aid	$ 8,434.84	$ –	$ 8,434.84
Library Trustees Interest Account	$ 2,327.26	$ –	$ 2,327.26
Library Trustees Memorial Fund	$ 2,553.43	$ 34,452.78	$ 37,006.21
Eugenia & Andrew Merrill Memorial Fund	$ 341.41	$ 500.00	$ 841.41
Robert C. Billings Memorial Fund	$ 2,817.65	$ 14,000.00	$ 16,817.65
Thomas R. Cawley Memorial Fund	$ 573.37	$ 1,275.00	$ 1,848.37
Gertrude D. Nason Memorial Fund	$ 1,090.41	$ 2,500.00	$ 3,590.41
Gertrude P. Zollinger Memorial Fund	$ 399.32	$ 1,000.00	$ 1,399.32
Robert W. Sparrow Memorial Fund	419.95	$ 7,945.00	$ 8,364.95
Capt. Cyrus H. Campbell Memorial Fund	$ 369.86	$ 1,000.00	$ 1,369.86
Vivian Andrist Memorial Fund	$ 207.24	$ 1,120.00	$ 1,327.24
Law Enforcement Trust	$ 49.61	$ –	$ 49.61
Stabilization Fund	$110,824.62	$ –	$110,824.62

Respectfully submitted,

Joan M. Plante
Treasurer/Collector

COLLECTOR'S REPORT
OUTSTANDING TAXES JUNE 30, 1999

	UNCOLLECTED TAXES 6/30/98	COMMIT-MENTS	ABATEMENTS & ADJUSTMENTS	TRANSFERS TO TAX TITLE	COLLECTIONS NET OF REFUNDS	UNCOLLECTED TAXES 6/30/99
REAL ESTATE						
1997	$ 37,148.00			$ (22,224.00)	$ (14,924.00)	$ _
1998	$ 181,593.00		(1,356.00)	$ (27,663.00)	$ (139,786.00)	$ 12,788.00
1999	$ _	$ 9,364,389.00	$ (47,606.00)	$ _	$(9,161,487.00)	$ 155,296.00
PERSONAL PROPERTY						
1990	$ 378.00	$ –	$ (360.00)	$ –		$ 18.00
1991	$ 20.00					$ 20.00
1992	$ 567.00					$ 567.00
1993	$ 729.00					$ 729.00
1994	$ 873.00					$ 873.00
1995	$ 159.00		$ (106.00)			$ 53.00
1996	$ 928.00				$ (204.00)	$ 724.00
1997	$ 3,722.00		$ (136.00)		$ (1,091.00)	$ 2,495.00
1998	$ 7,784.00				$ (5,724.00)	$ 2,060.00
1999	$ _	$ 285,944.00	$ (1,254.00		$ (278,576.00)	$ 6,114.00
MOTOR VEHICLE & BOAT EXCISE						
1990	$ 2,213.00				$ (88.00)	$ 2,125.00
1991	$ 2,229.00					$ 2,229.00
1992	$ 2,245.00					$ 2,245.00
1993	$ 1,125.00				$ (45.00)	$ 1,080.00
1994	$ 1,850.00				$ (276.00)	$ 1,574.00
1995	$ 2,846.00				$ (319.00)	$ 2,527.00
1996	$ 3,099.00				$ (316.00)	$ 2,783.00
1997	$ 5,222.00	$ 3,865.00	$ (39.00)		$ (5,979.00)	$ 3,069.00
1998	$ 100,858.00	$ 60,001.00	$ (8,761.00)		$ (144,877.00	$ 7,221.00
1999	$ _	$ 428,962.00	$ (10,893.00)		$ (358,089.00)	$ 59,980.00

Respectfully submitted,

Joan M. Plante
Treasurer/Collector

350TH ANNIVERSARY COMMITTEE

In 2001 Eastham will celebrate its 350th Anniversary. Looking ahead, in December 1998 the Selectmen appointed a committee to put together a suitable celebration. The Committee convened for its first meeting on January 6, 1999 and after some general brainstorming elected Rosemary Abbott as clerk, and Prudie Kerry as treasurer. One of the points that was emphasized and unanimously agreed upon was that this should be a town-wide event, with as many people and organizations as possible participating.

At a second meeting on January 13, 1999, organizational and committee structure was defined. During this meeting Harold Goemaat was elected chairman.

At the third meeting on January 27, 1999, George Higgins was elected vice chairman and four task forces were established to work on specific phases of the program. The task forces and their chairman are as follows:

History and Publications, George Abbott
Fund Raising, Don Cornish
General Events, Darien Lenox
Leave Behind, Nat Goddard

A slogan contest was conducted with the winning slogan announced on June 1, 1999. The slogan, "Eastham, from Bay to Sea the Place to Be" was a combination of two separate entries, one from William Robbins, the other from Rita Mousseau. They were honored by the Committee during Windmill Weekend and received handsome inscribed plaques as well as certificates, designed and created by Jim Owens, entitling them to free admission to any 2001 event.

Thanks to Bill Tomlinson, Eastham artist, a logo was created which will be used on souvenir items, stationery and publicity.

In October the chairman wrote to the Boards of Selectmen in Orleans and Wellfleet asking them to appoint an individual to serve as an ex-officio member of our Committee. Happily, both towns responded, and Bonnie Snow is representing Orleans and Jeffrey White is representing Wellfleet. They are two excellent additions to our group.

The Committee is anxious to hear comments, proposals and ideas, and we invite all residents as well as non-residents to become involved in what we look forward to as a memorable 2001.

Respectfully submitted,

Harold Goemaat, Chairman

"I have been honored the past 15 years to have worked in a community which has always supported the schools. The children of Eastham have benefited greatly from this collaboration."

Mitch Relin, Guidance Counselor

Eastham Elementary School

TRI-TOWN SEPTAGE TREATMENT PLANT

Operations at the Tri-Town Septage Treatment Plant continued to improve all through 1999. A price reduction during January, February, and March increased the flow for those months and resulted in a more efficient, cost effective operation.

The plant processed 9,820,000 gallons of septage during the calendar year, an increase of 2,650,000 gallons over calendar year 1998, with records being set nearly every month. Net Income for Fiscal Year 99 (ending December 31, 1999) was approximately $100,000. Excess revenues are being used to pay interest on Grant Anticipation Notes and to purchase capital equipment, both of which would otherwise require funding by the three member towns.

A year and a half after submitting final paperwork to close out the construction grant, we received final payment for the federal share in September, but at year-end we were still waiting for the state's final payment. Our state legislators have been asked to intervene with the DEP on our behalf to secure this grant money which is long overdue.

On behalf of the entire Board of Managers, I want to thank all of our employees for their dedication and teamwork which has kept the plant running efficiently during this very busy year. It is a tribute to each of them that the plant has operated all year with no major problems or complaints, and that the haulers keep coming back.

Respectfully submitted,

George Flemming, Chairman
Board of Managers

2025 COMMITTEE

The Eastham 2025 Committee was created by the Board of Selectmen at a Selectmen's Meeting on July 26, 1999.

The Committee of thirteen members include representatives of the Recreation Commission, Planning Board, Zoning Board of Appeals, Conservation Commission, Board of Health, Long Range Planning Committee, Water Resources Advisory Committee, Old Town Center Historic District Commission, Chamber of Commerce (2), Open Space Committee, and Eastham Forum (2).

The overall goal of the Committee shall be to develop a strategic plan to ensure that the vision of the Local Comprehensive Plan is fulfilled.

To date the activities and discussions of the Committee have included -

- Identifying local sources in Eastham that will help the Committee to meet stated goals and specific tasks
- Contacting sources outside Eastham such as the Harvard Business School, M.I.T. Department of Architecture, Rhode Island School of Design, Cape Cod Commission and professional planning organizations who would be interested in giving pro bono assistance on possible economic studies, student class projects, vision workshops and planning assignments
- Attending a public meeting in Harwich on Improvements to the Town Center
- Review of reports on vision workshops in Orleans, Harwich and Mashpee
- Developing, with the support and guidance of the Cape Cod Commission, a preliminary program for an Eastham Vision Workshop to be held in early April 2000 at the Eastham Elementary School. This important workshop will include presentations, discussions, and 'brainstorming sessions' on topics

such as 'Revisiting the Vision', Statement in the Local Comprehensive Plan, visualizing 'what Eastham street views should be like in 2025', Town wide opportunities and problems, and 'what should Eastham's future look like?'

The proposed workshop will be the first important step in the development of a strategic plan to ensure that the vision of the Local Comprehensive Plan is fulfilled in every respect to the fullest possible extent. This will make Eastham an even more attractive, liveable, safe and healthy town for its present and future residents. The workshop, therefore, deserves the fullest possible support and participation of all residents young and old alike.

The Chairman wishes to express his appreciation to the Committee members - Toni Stoker (Vice Chairman), Dick Benedict (Clerk), George Abbott, Mario Dini, Kevin Holland, Chris Lovelock, Jody Mines, Bill Nugent, Bob Olsen and Walter Ross for their active participation and valuable contributions.

The Chairman also wishes to thank the Board of Selectmen, Town Administrator and employees and all others for their support and interest in the work of the Committee.

Respectfully submitted,

Ian A. Aitchison
Chairman

VETERANS' SERVICES

1999 was an extremely fruitful year in terms of legislation for veterans' entitlements. New laws have been enacted which will enable a larger number of veterans to receive benefits and we will continue to file new legislation which will encompass all veterans.

The Veterans Department has maintained a high level of activity in assisting veterans with financial aid for ordinary living expenses, food, heat, utilities, medical and hospital coverage. In 1999 we processed over 44 applications and expended over $4,000.00 in direct aid to veterans.

The Department has been successful in obtaining over $690,348.00 dollars in benefits on a federal level for veterans who have filed for VA pension, compensation, readjustment allowance, vocational rehabilitation, insurance and indemnities for the Veterans of Eastham.

Health care is still a critical issue, however, we are all pleased that the Veterans' Medical Clinic in Hyannis is providing examinations and follow-up and those long trips to Boston, Brockton and Providence, Rhode Island will no longer be necessary unless it's for admission or more specialized treatment.

We encourage all veterans and/or their dependents to contact the Veterans Office for assistance or to answer any questions at 1-800-439-6362.

I would like to extend my appreciation to the Town's Selectmen, Administrator, Accountant and Treasurer and their staffs for their continuing support in our endeavors. Their efforts have enabled us to provide the necessary services to the veteran.

Sidney L. Chase
Director & Agent

Norman E. Gill
Assistant Director

VISITOR SERVICES BOARD

This new Committee was approved by the Board of Selectmen at their meeting on March 8, 1999. The members are two from the Eastham Chamber of Commerce - Nan Aitchison and Herb Stockford, one from the Eastham Forum - Jerry Gibson and two appointed by the Selectmen - Prudie Kerry and Bill Sbordon.

The Committee met on several occasions during the year and accomplished the following projects funded from $10,000 allocated from Room Tax. Five projects were undertaken and approved at the Special Town Meeting on June 29, 1999. Lighting the Welcome to Eastham Signs, Maintenance of the Front Rose Garden at Windmill Green, Information Maps on the Bike Trail, Promotional flyer on transportation and smart travel around Eastham in the summer season, and a year round Information Service.

Respectfully submitted,

Nan Aitchison
Chairman

WATER RESOURCES ADVISORY BOARD

Since its inception in 1987, the Water Resources Advisory Board (WRAB) has dedicated its efforts to ensuring that the Town of Eastham has an adequate supply of potable water for its citizens. The Board has continued to pursue this objective in 1999 by keeping a watchful eye on the conditions that affect the quality and quantity of the town's drinking water.

Using nitrate levels as an index of water quality, an earlier survey of wells in Eastham provided date for the period 1985 to 1995. This test cycle showed that, at that time, most of the wells provided water of good quality with nitrate levels well below the Cape Cod Regional Policy Plan-specified limit of 5 ppm. Problem sites could generally be correlated with a high housing density or commercial activity. The pre-1995 data provide a baseline for future measurements that track the evolution of trends in water quality, and the WRAB devoted considerable effort to bringing this database up to date. Analytical information for years 1995-99 resides partly in a Barnstable County Health Department database, and partly in the records maintained in Eastham's Board of Health and Building Department. Much of this information is not in an immediately useful form, and to provide informative visual displays of the water quality distribution in Eastham it must first be linked to the map and parcel indices of the individual lots. These efforts are underway. To obtain an indication of the current water quality, the Eastham Water Screening Project was conducted on Windmill Weekend (September 11-12) by the WRAB in collaboration with the Board of Health, Eastham Non-Resident Taxpayers Association, Eastham Forum and Conservation Commission. The devoted efforts of 17 volunteers and funds (ca. $500) provided by the Town and the Non-Resident Taxpayers group allowed this popular community service to be offered free of charge. Screening of about 400 samples of water for nitrate revealed 74% of them to have levels below 1 ppm. For values above 5 ppm (5%), the submitters were advised to have their water tested by a state-certified laboratory. These results showed that Eastham's water has not deteriorated since the earlier tests.

Issues that the WRAB addressed during the year included (1) the water-related aspects of a proposed Village Center development in the Brackett Road area; (2)

water contamination by volatile organic compounds, particularly halogenated hydrocarbons; (3) the effect of lack of rain on the water supply; and (4) the transition, in 2000, to new DEP regulations for septage leaching fields. Tom Cambareri (Cape Cod Commission) met with the WRAB to discuss the water supply situation on the Cape and its implications for Eastham, and the benefits of regularly monitoring water quality. A planning exercise was initiated to establish our priorities for the next 2-5 years. Programs under consideration include (1) regular, voluntary water quality monitoring schemes; (2) mandatory screening/testing programs that apply under specific conditions; (3) enhanced educational functions; (4) means of addressing the regional nature of water issues; and (5) a critical review of the status of Eastham's water supply and implementation of the next steps in the exploration of public water sources.

The Water Resources Advisory Board's composition has changed considerably during the past year. The founding chairman, Dr. Joseph Moran, left the Board after 12 years of dedicated service. Under Joe's leadership, the vital role of water was made clear to the community and valuable advice regarding a host of significant water quality and quantity issues was provided to the Town. We are fortunate that Joe's expertise will continue to be available to the WRAB. Dr. Shirley Stafford, another long-time member from whose insights the Board has greatly benefited, has also left. New members who were appointed in the past year are Sonja Boynton, a biologist/environmental scientist; Dr. Stanley Holt, a microbiologist; Dr. Karl Weiss, a physical chemist; and Peter Whitlock, a wildlife biologist with environmental experience. Recognizing that the WRAB has interests and responsibilities in common with the Board of Health and Natural Resources Office, close liaisons have been established with these two bodies. Regular contacts (e.g., members of the Board of Health and WRAB attend each others meetings) serve to ensure the mutual awareness of relevant developments, and to allow the sharing of expertise.

Respectfully submitted,

Karl Weiss, Chairman

ZONING BOARD OF APPEALS

The Board of Appeals held meetings in each month of 1999. There were a total of forty-five hearings during that period. Twenty-eight special permits were granted and three were denied. Three variances were granted and seven appeals were withdrawn at the request of the appellants. Two appeals of the Building Inspector's decisions were upheld and one was overruled. One permit extension was granted. In addition, a Comprehensive Permit was granted after hearings required under Chapter 40B to the Lower Cape Development Corp. to convert a cottage colony to year-round use for low/moderate income housing.

One decision of the Board was upheld in Superior Court and another was remanded to the Board by the Court. A subsequent decision granted a special permit in that case.

The Zoning Board of Appeals continues to hear appeals of the Building Inspector's decisions regarding unauthorized demolitions of existing structures. In most cases, the owners have been granted special permits to extend or enlarge pre-existing, non-conforming buildings according to plans approved by the Board. However, during subsequent construction, demolition occurs which removes the protection of the pre-existing status rendering the new structure non-conforming. The Board has taken a strong position relative to these actions by re-evaluating the original permit and requiring appropriate modifications.

The Board continues to have serious concerns regarding the placement of wells and septic systems on small lots where the owner wishes to extend or enlarge a dwelling. It met, formally, together with the Planning Board and the Board of Health in June of this year in order to discuss this issue and to explore ways of protecting the quality of those neighborhoods affected.

Mr. Livingston was re-appointed and Mr. Taintor appointed as alternates for a period of three years.

The Board wishes to thank the Building Inspector, Mr. Bates, and the Planner, Ms. Leven, for their assistance in preparing and interpreting appeals. The Board also wishes to express its appreciation to its clerk/secretary, Elaine Boyd.

Respectfully submitted,

Roger T. Thurston, Chairman

"As defined by the National Association of School Nurses, the primary role of the School Nurse is to support student learning. The nurse accomplishes this by implementing strategies that promote student and staff health and safety.

School Nursing is a specialized practice of professional nursing that advances the well being, academic success, and life-long achievement of students. To that end, school nurses facilitate positive student responses to normal development; promote healthy and safety; intervene with actual and potential health problems; provide case management services; and actively collaborate with others to build student and family capacity for adaptation, self-management, self-advocacy, and learning.

Karen L. Reichers, RN

Eastman Elementary School

TOWN CLERK

Registrar's Report

Total population for 1999 is 5550 persons

Registered Voters	3917
Democrats	857
Republicans	756
Unenrolled	2289
Reform Party	4
Green Party USA	1
Libertarian	9
Interdependent 3rd Party	1

Number of Births Recorded in Eastham for 1999	36 Births
Number of Deaths Recorded in Eastham for 1999	55 Deaths
Number of Marriages Recorded in Eastham for 1999	26 Marriages

Resignations Submitted in 1999

Susan Leven	Town Planner
Carol Martin	Finance Committee
Shirley Stafford	Water Resources Advisory Committee
Vincent J. O'Brien	Conservation Commission
Kathleen A. Fogg	Administrative Secretary
Fred J. Fenlon	Conservation Commission
Paul Faith	Human Services Advisory Committee
Louis Carlsen	Open Space Committee
Judith Williams	Eastham Cultural Council
John E. Austin, Jr.	Eastham Housing Authority
Mary Lou Petitt	Eastham Housing Authority

TOWN OF EASTHAM
ANNUAL TOWN MEETING WARRANT

Commonwealth of Massachusetts
Barnstable, ss.

To: Either of the Constables of the Town of Eastham
in the County of Barnstable

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in Elections and Town affairs to meet at the Nauset Regional High School Auditorium Monday, the third day of May, Nineteen Hundred and ninety-nine at Seven o'clock in the evening, then and there to act on the following articles in this Warrant and to meet in the Eastham Town Hall at 10:00 a.m. Tuesday, the eighteenth day of May next, then and there to elect the following Town Officers.

Moderator (One Year Term) Vote for One
Selectmen (Three Year Terms) Vote for Two
Town Clerk (Three Year Term) Vote for One
Treasurer/Collector (Three Year Term) Vote for One
Elementary School Committee (Three Year Term) Vote for Two
Housing Authority (Three Un-Expired terms 1 year-2 year-3 year) Vote for three
Public Library Trustee (Three Year Term) Vote for One

POLLS TO OPEN AT 10:00 A.M. AND CLOSE AT 7:00 P.M.

ARTICLE 1

To see if the Town will vote to raise and appropriate or transfer from available funds $1,200.00 for Greenhead Fly Control as authorized by Section 24, Chapter 252 of the General Laws, and authorize the Town Treasurer to pay said appropriation into the State Treasury; or take any action relative thereto.

By Board of Selectmen

SUMMARY

This is a standard article to appropriate a sum to pay the Town's share of the Greenhead Fly Control Program, however the appropriation request is a 40% increase over last year. This will provide additional control boxes.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE REPORT AND RECOMMENDATION: 9-0

ARTICLE 2

To see if the Town will vote to assume liability in the manner provided by Sections 29 and 29A of Chapter 91 of the General Laws, as most recently amended, for all damages that may be incurred by the Department of Environmental Protection of Massachusetts for the improvement, development, maintenance and protection of tidal and non-tidal rivers and streams, great ponds, harbors, tidewaters, foreshore and shores along a beach, in accordance with Section 11 of Chapter 91 of the General Laws, and authorize the Selectmen to execute and deliver a bond of indemnity therefor to the Commonwealth of Massachusetts; or take any action relative thereto.

By Board of Selectmen

SUMMARY

This is a standard article with which all Massachusetts municipalities indemnify DEP for work in the local communities.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE REPORT AND RECOMMENDATION: 7-0

ARTICLE 3

To see in what manner the Town will vote to dispose of the sum of **$2,029** of the refunded dog tax; or take any action relative thereto.

By Library Trustees

SUMMARY

Each year the money collected for dog licenses and fines is turned over to the county. The county refunds a portion of that money to the municipality as a grant for use by public or school library. The Town of Eastham has traditionally given that money to the public library by this vote to be spent by the library trustees in whatever manner they see fit and without further appropriation.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE REPORT AND RECOMMENDATION: 7-0

ARTICLE 4

To see if the Town will vote to accept a sum of money from the Commonwealth of Massachusetts under the 1999 Transportation Bond Issue for maintenance, repair and construction of primary roads; said funds to be available in Fiscal Year 2000, subject to approval by the legislature; or take any action relative thereto.

By Board of Selectmen

SUMMARY

This is an annual article and authorizes the Town to accept monies to be approved under the annual Transportation Bond bill voted by the state legislature. While the funding amount is uncertain, the Town should vote to accept any money if authorized. The Town may use these funds on state approved projects for the upgrade and improvement of Town roads and parking facilities.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 6-0

ARTICLE 5

To see if the Town will vote to authorize the Board of Selectmen to issue non-transferrable seasonal vehicle identification stickers for use at parking lots on certain Town-owned lands, as specified by the Board of Selectmen, such stickers to be issued to the taxpayers of the Town at no cost to them, to their guests at a cost of $20.00 for one week, $30.00 for two weeks, $50.00 for the season, and all others at a cost of $5.00 per day, which if purchased on Sunday will apply toward any of the above, and violations of the sticker requirements to be charged $5.00 per day, for each violation; and further to transfer **$79,420** from the Beach Fund Account for the Fiscal Year 2000 operations, including purchasing stickers, providing clerical help, information, maintenance, and policing the specified Town-owned lands; and that all monies received from said stickers shall go into a fund known as the Beach Fund Account, said funds to be reserved for future appropriation for beach expenses and maintenance; or take any action relative thereto.

By Board of Selectmen

SUMMARY

The purpose of this annual article is to continue the segregation of the beach revenue into a separate account. This article further sets the fees for the upcoming season and also transfers last year's receipts out to be used for the operation of the beaches in the upcoming season. There is no change in the fees from last year.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 7-0

ARTICLE 6

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **$35,654,** to be spent under the direction of the Board of Selectmen, by the Board of Assessors for the purpose of conducting the final phase of a comprehensive data collection relative to property assessment as mandated by the Commonwealth; or take any action relative thereto.

By Board of Assessors/Board of Selectmen

SUMMARY

This is the final phase of the data review process. Previously the Town appropriated $90,653 for this process. This money would be added to the remainder of that sum to complete the work. The total project which included the measure of and visual inspection of all properties in the Town, is expected to cost approximately $132,000. This data review is required by the state every ten years.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE REPORT AND RECOMMENDATION: 6-0

ARTICLE 7

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **$5,000** to assist Eastham 350th Committee in preparing programs, purchasing supplies, and carrying out duties related to the planning and fund raising for the celebration, and further that said funds shall be spent by the committee treasurer with the approval of the Board of Selectmen, or take any action relative thereto.

By Board of Selectmen/Eastham 350th Committee

SUMMARY

This committee was created by the Board of Selectmen to plan events for the celebration to take place in 2003. This money is a small part of what will be needed as the committee work gets underway. These funds will be spent to pay for advertisements, stationery, copying and similar costs associated with the planning events.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 9-0

ARTICLE 8

To see if the Town will vote to authorize the Board of Selectmen to enter into a contract with the Town of Bourne for five years, to dispose of construction & demolition materials and other difficult to manage waste, at the Bourne Integrated Solid Waste Management Facility, or take any action thereto. (Full text of the Contract available for review at Town Hall, Eastham Public Library on Samoset Road, and Town Clerk's Office 2500 State Highway.)

By Board of Selectmen/Board of Highway Surveyors

SUMMARY

Construction debris is currently collected at the landfill and via a contract with a private hauler, is trucked to the nearest facility accepting such material. The town pays a per ton rate for disposal and for trucking. The nearer the disposal facility the lower the transport cost. The hauler has been taking the Eastham material to the Bourne facility for the past several years. The disposal rate is competitive and the nearness of the facility makes it a cost effective choice. The Bourne facility is trying to secure longer term contracts in order to better plan for capital projects and eventual closing of the facility. The DPW Superintendent is pleased with the service at Bourne, and supports the longer term contract.

BOARD OF SELECTMEN RECOMMENDATION: 3-2

FINANCE COMMITTEE RECOMMENDATION: 9-0

ARTICLE 9

To see if the Town will vote to fund an agreement between the Eastham Employees Association representing the Town of Eastham Clerical and Department Head employees for the period July 1, 1999 to June 30, 2001 and further to raise and

appropriate or transfer from available funds a sum of money for the purpose of funding an FY00 salary adjustment for the Eastham Employees Association; or take action relative thereto.

By Board of Selectmen

SUMMARY

This article will fund a negotiated contract settlement for wages and benefits for approximately 35 covered positions.

BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting

FINANCE COMMITTEE COMMITTEE RECOMMENDATION: At Town Meeting

ARTICLE 10

To see if the Town will vote to fund an agreement between the International Brotherhood of Police Officers Local #368 for the period July 1, 1999 to June 30, 2001 and further to raise and appropriate or transfer from available funds a sum of money for the purpose of funding a FY00 salary adjustment for the International Brotherhood of Police Officers Local #368; or take any action relative thereto.

By Board of Selectmen

SUMMARY

Negotiations are currently underway for a contract with wage increases for FY00 and if a settlement is reached before town meeting, this article will fund the contract.

BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting

FINANCE COMMITTEE RECOMMENDATION: At Town Meeting

ARTICLE 11

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for the purpose of making an FY00 salary adjustment in accordance with the Eastham Personnel Bylaw Compensation Plan Bylaw adopted May 1995, and as amended thru May 5, 1998 and apportion said appropriation to the departmental budgets as required, and further to amend the Eastham Compensation Plan Bylaw Section 2.1 by deleting the pay scales after the date "July 1, 1995" and inserting in their place the following:

Police Sergeant	Step 1	Step 2	Step 3
Annual	$43,607	$45,134	$46,713
Hourly	*20.96/hr*	*21.70/hr*	*22.46/hr*
Police Lieutenant	Step 1	Step 2	Step3
Annual	$50,450	$52,216	$54,044
Hourly	*24.25/hr*	*25.10/hr*	*25.99/hr*

and further to delete "FY99 Classification with grade and Pay Rates" and replace it with the "FY00 Classification with grade and Pay Rates" below, or take any action relative thereto.

By Board of Selectmen/Personnel Board

SUMMARY

This article is to amend the personnel bylaw's compensation plan in order to provide for a 2% salary increase for employee positions covered by this bylaw.

BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting

FINANCE COMMITTEE RECOMMENDATION: At Town Meeting

FY'00 CLASSIFICATION GRADES WITH PAY RATES

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	Hourly	8.59	8.89	9.20	9.52	9.86	10.20	10.56	10.93
	Weekly	300.59	311.11	322.00	333.27	344.94	357.01	369.51	382.44
2	Hourly	9.19	9.51	9.84	10.19	10.55	10.91	11.30	11.69
	Weekly	321.64	332.89	344.54	356.60	369.08	382.00	395.37	409.21
3	Hourly	9.83	10.18	10.53	10.90	11.28	11.68	12.09	12.51
	Weekly	344.15	356.20	368.66	381.57	394.92	408.74	423.05	437.85
4	Hourly	10.42	10.79	11.17	11.56	11.96	12.38	12.81	13.26
	Weekly	364.80	377.57	390.78	404.46	418.62	433.27	448.43	464.13
5	Hourly	11.05	11.43	11.84	12.25	12.68	13.12	13.58	14.06
	Weekly	386.69	400.22	414.23	428.73	443.73	459.26	475.34	491.97
6	Hourly	11.71	12.12	12.55	12.98	13.44	13.91	14.40	14.90
	Weekly	409.89	424.23	439.08	454.45	470.36	486.82	503.86	521.49
7	Hourly	12.41	12.85	13.30	13.76	14.25	14.74	15.26	15.79
	Weekly	434.48	449.69	465.43	481.72	498.58	516.03	534.09	552.78
8	Hourly	13.16	13.62	14.10	14.59	15.10	15.63	16.18	16.74
	Weekly	460.55	476.67	493.35	510.62	528.49	546.99	566.13	585.95
9	Hourly	13.95	14.44	14.94	15.46	16.01	16.57	17.15	17.75
	Weekly	488.18	505.27	522.95	541.26	560.20	579.81	600.10	621.11
10	Hourly	14.78	15.30	15.84	16.39	16.97	17.56	18.17	18.81
	Weekly	517.47	535.59	554.33	573.73	593.81	614.60	636.11	658.37
11	Hourly	15.67	16.22	16.79	17.38	17.98	18.61	19.26	19.94
	Weekly	548.52	567.72	587.59	608.16	629.44	651.47	674.27	697.87
12	Hourly	16.93	17.52	18.13	18.77	19.42	20.10	20.81	21.53
	Weekly	592.40	613.14	634.60	656.81	679.80	703.59	728.22	753.70
13	Hourly	18.28	18.92	19.58	20.27	20.98	21.71	22.47	23.26
	Weekly	639.80	662.19	685.37	709.35	734.18	759.88	786.47	814.00
14	Hourly	19.38	20.05	20.76	21.48	22.24	23.01	23.82	24.65
	Weekly	678.18	701.92	726.49	751.92	778.23	805.47	833.66	862.84
15	Hourly	20.54	21.26	22.00	22.77	23.57	24.39	25.25	26.13
	Weekly	718.88	744.04	770.08	797.03	824.93	853.80	883.68	914.61
16	Hourly	21.77	22.53	23.32	24.14	24.98	25.86	26.76	27.70
	Weekly	762.01	788.68	816.28	844.85	874.42	905.03	936.70	969.49
17	Hourly	23.30	24.11	24.95	25.83	26.73	27.67	28.64	29.64
	Weekly	815.35	843.89	873.42	903.99	935.63	968.38	1,002.27	1,037.35
18	Hourly	24.46	25.32	26.20	27.12	28.07	29.05	30.07	31.12
	Weekly	856.12	886.08	917.09	949.19	982.41	1,016.80	1,052.39	1,089.22
19	Hourly	25.93	26.84	27.77	28.75	29.75	30.79	31.87	32.99
	Weekly	907.48	939.25	972.12	1,006.14	1,041.36	1,077.81	1,115.53	1,154.57
20	Hourly	27.48	28.45	29.44	30.47	31.54	32.64	33.78	34.97
	Weekly	961.93	995.60	1,030.45	1,066.51	1,103.84	1,142.47	1,182.46	1,223.85

ALL WEEKLY RATES ARE BASED ON 35 HOUR WORK WEEKS. HOURLY MAY BE USED TO DETERMINE 40 HOUR OR PART TIME RATES.

ARTICLE 12

To see if the Town will vote to act on the operating budget, including recommendations and reports of the Selectmen, Finance Committee and other Town Officials, and to see if the Town will vote to raise and appropriate or transfer from the Ambulance Receipts Reserved for Appropriation, Stabilization Fund, the Windmill Receipts Reserved for Appropriation and from other available funds and accounts, the sum of **$11,551,436** for the same; or take any action relative thereto.

By Board of Selectmen

SUMMARY:

The operating budget for FY00 is 2.93% higher than FY99. This is an absolute increase of $328,569. The major budget components are up as follows: Eastham Elementary School 6.08% increase, Nauset Operating Budget 7.9% increase, and the municipal operating budget 1.94%, increase. The Elementary and Nauset6 budgets include salary increases based on contracts negotiated this year. The municipal budget includes some salary increases, but two union contracts are not included, Police and Eastham Employees Association, both representing about 45 employees.

Special items in this budget include, three new positions: part-time library assistant, full-time custodian, and increased part-time hours to create a full time position in the DPW department. The additional library staff will work 19 hours per week. This position was requested by the Library Trustees last year. The library circulation continues to increase, but the greatest demand for services is in Internet related services in terms of access to materials housed elsewhere, and films, and outreach activities including special events and programs. This position of Library Assistant will focus on circulation and related activities. The Librarians will continue to be involved in materials handling but will also be able to continue the wonderful outreach and programs that they have begun. The addition of this staff person will have a significant impact on direct public services.

The DPW department has been at its current staffing level, for more than ten years. In that time the Town has additional road maintenance projects. The department has taken on projects such as the reconstruction of Nauset Light Road, and provided management oversight during the capping of the landfill. Some departmental tasks are done on overtime and the need for overtime work in order to get things done timely, respecting weather limitations, has increased.

The custodial staff is responsible for five buildings; Town Hall, Police Station, Library, Council on Aging Senior Center, and DPW/Natural Resources, for all regular cleaning. Special projects for the Information Booth, and the Fire Station are performed by the staff as well. This staff of two, has also undertaken special projects such as painting the interior of the Library, and all types of smaller paint, repair and upgrade projects. These tasks are done much more efficiently by in-house staff, and more timely repairs and maintenance means longer life for the buildings. (For a full discussion of Article 12, see the supplemental information in the Fiscal Policy Development & Analysis Handbook with FY00 Budget Overview.)

BOARD OF SELECTMEN RECOMMENDATIONS: 5-0

FINANCE COMMITTEE REPORT AND RECOMMENDATION: 8-0

Item #		Expended FY98	Approved FY99 Budget	Selectmen FY00 Budget	Increase Decrease ()	Percentage Increase	Finance Committee Recommendation
	GENERAL GOVERNMENT						
1	Selectmen/TN Administrator Office Salary	$134,987.00	$130,437.00	$130,927.00	$490.00	0.38%	8-0
2	Selectmen/Town Administrator Expense	9,893.00	11,273.00	11,123.00	(150.00)	–1.33%	8-0
3	Finance Committee Expense	115.00	115.00	115.00	0.00	0.00%	8-0
4	Reserve Fund	50,000.00	50,000.00	50,000.00	0.00	0.00%	8-0
5	Town Accountant Office Salary	66,849.00	79,965.00	80,818.00	853.00	1.07%	8-0
6	Town Accountant Expense	15,450.00	13,525.00	14,525.00	1,000.00	7.39%	8-0
7	Assessor Office Salary	73,105.00	75,939.00	76,996.00	1,057.00	1.39%	8-0
8	Assessor Expense	6,072.00	6,139.00	6,713.00	574.00	9.35%	8-0
9	Professional Appraisal	4,500.00	6,883.00	5,386.00	(1,497.00)	–21.75%	8-0
10	Treasurer/Collector Office Salary	38,167.00	40,326.00	41,732.00	1,406.00	3.49%	8-0
11	Treasurer/Collector Expense	5,345.00	5,471.00	5,846.00	375.00	6.85%	8-0
12	Certification of Notes	250.00	250.00	250.00	0.00	0.00%	8-0
13	Legal Services Expense	45,000.00	45,000.00	55,000.00	10,000.00	22.22%	8-0
14	Personnel Board Expense	100.00	100.00	120.00	20.00	20.00%	8-0
15	Data Processing Expense	23,450.00	34,240.00	57,120.00	22,880.00	66.82%	8-0
16	Tax Title Expense	15,000.00	10,000.00	10,000.00	0.00	0.00%	8-0
17	Central Purchasing Supply & Service	36,850.00	38,324.00	33,800.00	(4,524.00)	–11.80%	8-0
18	Town Clerk Office Salary	10,849.00	11,461.00	11,866.00	405.00	3.53%	8-0
19	Town Clerk Expense	600.00	814.00	779.00	(35.00)	–4.30%	8-0
20	Elections & Registration Salary	11,578.00	14,132.00	13,666.00	(466.00)	–3.30%	8-0
21	Elections & Registration Expense	2,235.00	3,635.00	3,635.00	0.00	0.00%	8-0
22	Conservation Commission Salary	11,420.00	12,064.00	12,491.00	427.00	3.54%	8-0
23	Conservation Commission Expense	1,140.00	1,975.00	1,475.00	(500.00)	–25.32%	8-0
24	Natural Resources Salary	126,463.00	129,448.00	124,339.00	(5,109.00)	–3.95%	8-0
25	Natural Resources Expense	17,772.00	19,407.00	19,558.00	151.00	0.78%	8-0
26	Planning/Zoning Salary	525.00	43,433.00	44,956.00	1,523.00	3.51%	8-0
27	Planning/Zoning Expense	150.00	2,570.00	2,570.00	0.00	0.00%	8-0
28	Municipal Buildings Salary	48,168.00	50,379.00	69,002.00	18,623.00	36.97%	7-0
29	Municipal Buildings Expense	40,587.00	44,187.00	59,221.00	15,034.00	34.02%	7-0
30	Bulk Fuel Oil Expense	60,000.00	63,000.00	60,000.00	(3,000.00)	–4.76%	8-0
31	Town Report Expense	5,000.00	5,000.00	6,500.00	1,500.00	30.00%	8-0
32	Engineering & Support Services Expense	2,000.00	5,290.00	5,290.00	0.00	0.00%	8-0
		$863,620.00	**$954,782.00**	**$1,015,819.00**	**$61,037.00**	**6.39%**	

Item #		Expended FY98	Approved FY99 Budget	Selectmen FY00 Budget	Increase Decrease ()	Percentage Increase	Finance Committee Recommendation
	PUBLIC SAFETY & INSPECTIONAL SERVICES						
33	Police Salary	$882,065.00	$901,073.00	$909,016.00	$7,943.00	0.88%	8-0
34	Police Expense	110,715.00	109,430.00	110,406.00	976.00	0.89%	8-0
35	Fire Salary	827,553.00	874,041.00	910,089.00	36,048.00	4.12%	8-2
36	Fire Expense	47,273.00	49,185.00	49,419.00	234.00	0.48%	8-0
37	Building Inspection Salary	50,481.00	53,333.00	55,185.00	1,852.00	3.47%	8-0
38	Building Inspection Expense	4,809.00	5,609.00	6,134.00	525.00	9.36%	8-0
39	Gas/Plumbing Inspection Expense	14,892.00	15,413.00	15,953.00	540.00	3.50%	8-0
40	Wire Inspection Expense	14,892.00	15,413.00	15,953.00	540.00	3.50%	8-0
41	Civil Defense Expense	155.00	155.00	100.00	(55.00)	–35.48%	8-0
42	Tree Warden Expense	900.00	900.00	450.00	(450.00)	–50.00%	8-0
43	Dutch Elm Disease Expense	50.00	50.00	10.00	(40.00)	–80.00%	8-0
44	Insect/Pest/Poison Ivy Control	10.00	10.00	10.00	0.00	0.00%	8-0
45	Harbors & Landings Salary	4,140.00	4,351.00	4,352.00	1.00	0.02%	8-0
46	Harbors & Landings Expense	1,517.00	1,867.00	1,192.00	(675.00)	–36.15%	8-0
47	Dispatching Salary	168,340.00	175,781.00	181,145.00	5,364.00	3.05%	8-0
48	Dispatching Expense	4,775.00	2,850.00	2,350.00	(500.00)	–17.54%	8-0
		$2,132,567.00	**$2,209,461.00**	**$2,261,764.00**	**$52,303.00**	**2.37%**	
	EDUCATIONAL SERVICES						
49	Elementary School Operations	2,017,939.00	2,212,410.00	2,346,902.00	134,492.00	6.08%	7-0
50	Nauset Region Capital Assessment	363,829.00	344,492.00	258,557.00	(85,935.00)	–24.95%	7-0
51	Nauset Region Operating Assessment	2,058,568.00	2,095,161.00	2,260,607.00	165,446.00	7.90%	7-0
52	Cape Cod Regional Technical School	83,273.00	67,490.00	56,107.00	(11,383.00)	–16.87%	7-0
		$4,523,609.00	**$4,719,553.00**	**$4,922,173.00**	**$202,620.00**	**4.29%**	
	PUBLIC WORKS & SANITATION						
53	General Maintenance Salary	203,941.00	220,517.00	236,262.00	15,745.00	7.14%	5-0
54	General Maintenance Expense	93,147.00	64,787.00	66,837.00	2,050.00	3.16%	8-0
55	Snow & Sanding Salary	18,840.00	18,840.00	18,840.00	0.00	0.00%	8-0
56	Snow & Sanding Expense	10,030.00	10,030.00	10,030.00	0.00	0.00%	8-0
57	Street Lighting Expense	6,100.00	6,100.00	6,100.00	0.00	0.00%	8-0
58	Waste Collection & Disposal Salary	85,627.00	88,579.00	91,830.00	3,251.00	3.67%	8-0
59	Waste Collection & Disposal Expense	166,704.00	163,660.00	192,452.00	28,792.00	17.59%	8-0
60	Public Works/Natural Resources Facility	13,150.00	13,478.00	10,673.00	(2,805.00)	–20.81%	8-0
		$597,539.00	**$585,991.00**	**$633,024.00**	**$47,033.00**	**8.03%**	

Item #		Expended FY98	Approved FY99 Budget	Selectmen FY00 Budget	Increase Decrease ()	Percentage Increase	Finance Committee Recom-mendation
	HEALTH & HUMAN SERVICES						
61	Veterans' Grave Officer	75.00	$75.00	$75.00	$0.00	0.00%	8-0
62	Old Cemeteries Expense	1.00	1.00	1.00	0.00	0.00%	8-0
63	Town Nurse Services	6,500.00	6,500.00	6,500.00	0.00	0.00%	8-0
64	Public Health Salary	56,210.00	59,110.00	60,973.00	1,863.00	3.15%	8-0
65	Public Health Expense	3,385.00	3,385.00	2,670.00	(715.00)	–21.12%	8-0
66	Inspection of Animals Expense	100.00	100.00	100.00	0.00	0.00%	8-0
67	Council on Aging Salary	74,878.00	78,231.00	79,853.00	1,622.00	2.07%	8-0
68	Council on Aging Expense	14,331.00	14,292.00	14,960.00	668.00	4.67%	8-0
69	COA Adult Day Program Salary	54,269.00	57,339.00	59,331.00	1,992.00	3.47%	8-0
70	COA Adult Day Program Expense	4,939.00	4,896.00	4,791.00	(105.00)	–2.14%	8-0
71	Veterans' Services - Expense	8,463.00	8,675.00	8,891.00	216.00	2.49%	8-0
72	Veterans' Services - Benefits	8,000.00	8,200.00	8,200.00	0.00	0.00%	8-0
73	Human Services Agencies	35,850.00	38,250.00	40,206.00	1,956.00	5.11%	8-0
		$267,001.00	**$279,054.00**	**$286,551.00**	**$7,497.00**	**2.69%**	
	CULTURE & RECREATION						
74	Library Salary	88,343.00	93,327.00	106,680.00	13,353.00	14.31%	7-0
75	Library Expense	36,345.00	37,785.00	40,560.00	2,775.00	7.34%	8-0
76	Recreation Commission Salary	14,652.00	42,412.00	37,208.00	(5,204.00)	–12.27%	8-0
77	Recreation Commission Expense	14,047.00	15,097.00	15,097.00	0.00	0.00%	8-0
78	Olde Mill Salary	3,300.00	3,300.00	3,300.00	0.00	0.00%	8-0
79	Information Booth Expense	363.00	363.00	364.00	1.00	0.28%	8-0
		$157,050.00	**$192,284.00**	**$203,209.00**	**$10,925.00**	**5.68%**	
	DEBT & BANKING SERVICES						
80	Affordable Housing Duplex Loan Payment	35,000.00	35,000.00	0.00	($35,000.00)	–100.00%	8-0
81	Highway Facility Construction Bond	75,000.00	78,520.00	75,000.00	(3,520.00)	–4.48%	8-0
82	Horton Property Bond Payment	200,000.00	200,000.00	200,000.00	0.00	0.00%	8-0
83	Landfill Capping	103,914.00	57,192.00	53,905.00	(3,287.00)	–5.75%	8-0
84	Police Station Construction Bond	155,000.00	152,100.00	155,000.00	2,900.00	1.91%	8-0
85	Roach Property Acquisition	65,000.00	80,000.00	80,000.00	0.00	0.00%	8-0
86	Septage Treatment Facility Bond	65,000.00	65,000.00	65,000.00	0.00	0.00%	8-0
87	Town Hall Renovation	175,000.00	175,000.00	175,000.00	0.00	0.00%	8-0

Item #		Expended FY98	Approved FY99 Budget	Selectmen FY00 Budget	Increase Decrease ()	Percentage Increase	Finance Committee Recom-mendation
	DEBT & BANKING SERVICES (cont.)						
88	Transfer Station Construction Bond	$30,000.00	$29,380.00	$30,000.00	620.00	2.11%	8-0
89	Bank Financing Charges	4,500.00	4,500.00	3,900.00	(600.00)	–13.33%	8-0
90	Interest Expense	296,000.00	264,128.00	182,412.00	(81,716.00)	–30.94%	8-0
		$1,204,414.00	**$1,140,820.00**	**$1,020,217.00**	**($120,603.00)**	**–10.57%**	
	OTHER EXPENSES (GENERAL GOVERNMENT)						
91	Employee Benefits	4,300.00	8,300.00	8,300.00	0.00	0.00%	8-0
92	Barn. County Retirement Assessment	318,795.00	362,262.00	433,070.00	70,808.00	19.55%	8-0
93	Town Insurance - Unemployment Expense	11,000.00	12,000.00	12,000.00	0.00	0.00%	8-0
94	Town Insurance - Employee Expense Health	588,875.00	602,204.00	599,153.00	(3,051.00)	–0.51%	8-0
95	Town Insurance - Town Protection (Prop.&Liab.)	156,480.00	156,156.00	156,156.00	0.00	0.00%	8-0
		$1,079,450.00	**$1,140,922.00**	**$1,208,679.00**	**$67,757.00**	**5.94%**	
	GRAND TOTAL	**$10,825,250.00**	**$11,222,867.00**	**$11,551,436.00**	**$328,569.00**	**2.93%**	
	SCHOOL BUDGET ONLY	**$4,523,609.00**	**$4,719,553.00**	**$4,922,173.00**	**$202,620.00**	**4.29%**	
	GENERAL GOVERNMENT W/O SCHOOLS	**$6,301,641.00**	**$6,503,314.00**	**$6,629,263.00**	**$125,949.00**	**1.94%**	

ARTICLE 13

To see if the Town will vote to raise and appropriate and/or transfer from available funds the sum of $455,600.00 to purchase the following capital items necessary equipment and/or make improvements to capital facilities as listed below; or take any action relative thereto.

1.	**DATA PROCESSING**	Computer Hardware/Software	$10,000	**F**
2.		GIS	8,000	**F**
3.		Record Scan/Retention System Microfilm	10,000.00	**F**
4.	**HARBOR IMP**	Upgrade and General Improvements	3,800	**EX**
5.	**MUNICIPAL BLDG SPECIAL EQUIP**			
		(Power & Hand Tools, Paint, Vacuum)	1,000	**T**
6.	**MUNICIPAL BUILDINGS IMPROVEMENTS**			
		Various Projects: Lighting Improv., Major Repairs, Paint, etc.	5,000	**T**
7.	**TOWN HALL**	Exterior Painting, Cupola Repair	1,500	**T**
8.	**COA**	Generator	30,000	**F**
9.	**INFO/WINDMILL**	Gen. Bldg. Main & Repair	10,000	**F**
		Major Windmill/Info Repairs & Maintenance		
10.	**LIBRARY**	Driveway Patch and Repairs	5,000	**F**
		**Merrill Property Improvements	10,000	
11.	**ELEMENTARY SCHOOL**			
12.		Replace Windows (pre '80 windows)	17,000	**F**
13.		Upgrade '36 Boys/Girls Rest Rooms	12,500	**F**
14.		*Well Improvements	28,000	**F**
15.	**BEACHES**	Parking Lot Improvements	20,000	**B/F**
		Cooks Brook, Sunken Meadow, Campground		
16.	**NATURAL RESOURCES/DPW**			
		4 X 2 Pickup Truck	17,000	**F**
17.	**DPW**	International Dump	75,000	**F**
18.		Snow Plow	6,000	**F**
19.	**POLICE**	Portable Radios (2)	4,000	**F**
20.		Alpha Computer System (Upgrade VAX 3100)	26,800	**F**
21.	**FIRE**	12 EKG Upgrade (2)	24,000	**A**
22.		Computer Hardware Enhancement/Additions	2,500	**A**
23.		Fire Suppression Upgrade/Replacement	6,500	**A**
24.		Turn Out Gear Upgrades/Replacement	5,000	**A**
25.		Radio Replacement/Upgrades	6,000	**A**
26.	**SPECIAL PROJECTS**	Gravestone Marker Restoration	36,000	**F**
27.		Land Acquisition	75,000	**F**

CAPITAL ACQUISITION ARTICLE TOTAL			**$455,600.00**
FUNDING SOURCE KEY	**F =**	**FREE CASH**	**$382,800.00**
	A =	**AMBULANCE RECEIPTS**	**$44,000.00**
	EX =	**BOAT EXCISE**	**$3,800.00**
	T =	**TAX LEVY**	**$5,000.00**
	F =	**BEACH RECEIPTS/FREE CASH**	**$20,000.00**
			$455,600.00

*Denotes items that were not on previous plan and will require a 4/5th vote prior to consideration in accordance with Eastham Home Rule Charter Section 6-6-2.

SUMMARY

This article is to approve the above listed capital purchases or improvements. It is an annual article and ties into the five-year capital plan which is voted each year by the Town Meeting. These items were all on a previously approved five year capital plan. With the exception of "Merrill Property Improvements" and "Elementary

School Well." These items then will require a 4/5th vote in accordance with Eastham Home Rule Charter Section 6-6-2, prior to consideration. In general the items or programs are part of the continuing program to upgrade and improve existing equipment, and maintain town owned buildings. The data processing items are part of ongoing computerization of the Town. Hardware and software upgrades will be an ongoing expense and the GIS (geographic information systems) software and hardware accessories are planned to coordinate with existing systems at the Cape Cod Commission and the National Park Service.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 7-0

ARTICLE 14

To see if the Town will, in accordance with Section 6-6 of the Eastham Home Rule Charter vote to accept the Capital Improvement Plan for FY2001 - FY2005 as printed below; or take any action relative thereto.

Board of Selectmen

SUMMARY

This capital acquisition and improvement plan is an extension of the plan voted last year. An additional year has been added and most of the items shown for FY00 on the previous plan, have been placed on the capital acquisition article in this warrant. The plan shows the capital items to be purchased or improvements to be made for the municipal departments and the Eastham Elementary School. Potential funding sources are shown in the column beside the estimated cost. The key for funding source is at the end of the plan along with totals by funding source.

New items:

Line #12	Funds to install sand fencing on Town owned land to protect against beach erosion.
Line #37	Storage closet Police Station, to store janitorial equipment and supplies.
Line #81	Beach ADA Chair to assist handicap access to water. One purchased FY01 and one in FY02. Grants will be sought for sooner purchase or to assist in the purchase.
Line #106	Voice Mail Police to assist with messages on NON-EMERGENCY LINES ONLY. This will relieve pressure on dispatch for message taking.
Line #127	Funds to undertake studies to develop use/preservation plans for the Roach Property.
Line #128	Funds for consulting assistance for the Planning Board, aimed at assistance in developing implementation strategies for the long range comprehensive plan directives.
Line #131	Funds to be used to redesign the transfer station/recycling area and acquire equipment to expand items recycled, moving toward a trash reduction strategy - Pay as You Throw.

The five year plan is developed by soliciting input from department heads on ordinary replacement items, new equipment to improve service delivery, major structural improvements or maintenance projects and new structures. These requests are then ranked by balancing critical need, projected date needed and funds available. Then after discussions with each department head, the plan is prepared. Items on the plan, once voted, may be moved forward or backward, depending on timeliness of need, cost, or both.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: At Town Meeting

TOWN OF EASTHAM
FIVE YEAR CAPITAL PLAN FY01 - FY05

ITEM #	DEPARTMENT	ITEM	FY01	FY02	FY03	FY04	FY05
	DATA PROCESSING						
1		Computer Hardware/	$10,000.00 F	$20,000.00 F	$30,000.00 F	$30,000.00 F	$10,000.00 F
2		Appraisal Software Replacement/Upgrade	10,000.00 F				
3		GIS	5,000.00 F	5,000.00 F	5,000.00 F	5,000.00 F	5,000.00 F
	Sub-Total		**$25,000.00**	**$25,000.00**	**$35,000.00**	**$35,000.00**	**$15,000.00**
	COA/ADULT DAYCARE						
4		Van Replacement		18,000.00 C			$22,000.00 C
5		Day Center Furniture	2,000.00 C				
6		Appliances	2,000.00 C				
	Sub-Total		**$4,000.00**	**$18,000.00**	**$0.00**	**$0.00**	**$22,000.00**
	BUILDING						
7		Inspection Vehicle		12,000.00 F			
	HEALTH						
8		Inspection Vehicle		12,000.00 F			
	NATURAL RESOURCES						
9		4x4/4x2 Pick Up Truck	25,000.00 F		20,000.00 F		
10		Portable Radio (2)	3,000.00 F				
11		Radio Tower New and Installation		5,000.00 F			
12		Sand Drift Fence - Sunken Meadow and Others	17,000.00 F		17,000.00 F		17,000.00 F
	Sub-Total		**$45,000.00**	**$5,000.00**	**$37,000.00**	**$0.00**	**$17,000.00**
	HARBOR IMPROVEMENTS						
13		Upgrade and General Improvements	5,000.00 F				
14		Dredge Rock Harbor		60,000.00 F			
	Sub-Total		**$5,000.00**	**$60,000.00**	**$0.00**	**$0.00**	**$0.00**
	MUNICIPAL BUILDING EQUIPMENT						
15		(Power & Hand Tools, Paint, Vacuum)		1,000.00 F			
16		Vacuum/Carpet Cleaners/Ladders		3,000.00 F		3,000.00 F	
17		Snowblower Replacement		1,478.00 F			

ITEM #	DEPARTMENT	ITEM	FY01	FY02	FY03	FY04	FY05
18		Van Replacement	20,000.00 F				
	Sub-Total		**$20,000.00**	**$5,478.00**	**$0.00**	**$3,000.00**	**$0.00**
	MUNICIPAL BUILDINGS IMPROVEMENTS						
19	All Bldgs.	Water Treatment/Filter Systems (4)	1,000.00 F		1,000.00 F		
20		Project Contingency: Major Repairs, Painting, etc.	7,000.00 T	5,000.00 T	7,000.00 T	5,000.00 T	
	Sub-Total		**$8,000.00**	**$5,000.00**	**$8,000.00**	**$5,000.00**	**$0.00**
21	T.H.	Interior Painting	3,000.00 F		3,000.00 F		
22		Exterior Painting		1,500.00 F			
23		Mechanical Systems Overhaul			3,000.00 F		
24		Replace Wooden Gutters	1,200.00 F				
25		Door Repairs Other Exterior Items		5,000.00 F			5,000.00 F
26		Cupola Repair	5,000.00 F				
	Sub-Total		**$9,200.00**	**$6,500.00**	**$6,000.00**	**$0.00**	**$5,000.00**
27	COA	Exterior Painting	1,500.00 C		1,500.00 C		
28		Air Conditioning/Overhaul/Gas Heat Lower Level	4,000.00 C				
29		Shingle Rear Sidewall	4,000.00 C				
	Sub-Total		**$9,500.00**	**$0.00**	**$1,500.00**	**$0.00**	**$0.00**
30	DPW/NR	Interior Painting	3,000.00 F			3,000.00 F	
31		Copier Replacement	4,000.00 F				
32		Heating System Overhaul/Replace			3,000.00 F		
	Sub-Total		**$7,000.00**	**$0.00**	**$3,000.00**	**$3,000.00**	
	Info/Windmill	General Bldg. Main & Repair				10,000.00 F	
33		Major Windmill Repairs and Maintenance					
34	Police	Replace/Overhaul, Air Cond		2,000.00 F			
35		Painting (Interior, Supplies/Contr.)	1,500.00 F				
36		Heating System Gas Conversion		2,000.00 F			
37		Storage Closet Construction			1,600.00 F		
	Sub-Total		**$1,500.00**	**$4,000.00**	**$1,600.00**	**$10,000.00**	**$0.00**

ITEM #	DEPARTMENT	ITEM	FY01	FY02	FY03	FY04	FY05
38	Library	Adjacent Parking Lot, Resurface Driveway		20,000.00 F			
39		Carpet Replacement	8,000.00 F				
40		Side Door	5,500.00 F				
41		Heating System Overhaul/Replace			5,000.00 F		
42		Exterior Painting	5,000.00 F				
43		Renovation/Expansion/Relocation				1,000,000.00 D	
	Sub-Total		**$18,500.00**	**$20,000.00**	**$5,000.00**	**$1,000,000.00**	
44	School	Reinsulate Attic			20,000.00 F		
45		Shingling, Sidewalls Portions	10,725.00 F	10,725.00 F		10,725.00 F	
46		Energy Windbreak		15,000.00 F		17,009.00 F	
47		Replace Playground Equip					22,000.00 F
48		Replace Windows (Pre '80 Windows #28)	18,400.00 F				
49.		Reseed/Irrigate Playground	75,000.00 F				
50		Parking Lot Repair/Expansion		6,000.00 F			6,000.00 F
51		Security System Doors			6,976.00 F		
52		Exterior Painting			25,000.00 F		25,000.00 F
53		Replace Gutters	5,900.00 F				
54		Replace Four Doors			5,000.00 F		
55		Cafeteria, Tile Floor		7,000.00 F			
56		Upgrade 36 & 58 Baths			12,000.00 F		
57		Replace CR Univents (7)	28,000.00 F				
58		Replace Oil Burners	7,000.00 S				7,000.00 F
59		Vacuum Ductwork		5,000.00 S		5,000.00 S	
60		Interior Painting (Rotating Classroom, and Corridors)	5,000.00 S	5,000.00 S	5,000.00 S	5,000.00 S	5,000.00 S
61		Gym Floor Refinishing		7,000.00 F			
62		Replace Compressor/Air Dryer			18,000.00 F		
63		Carpet/Underlayment Repl.	8,000.00 F	8,000.00 F	8,000.00 F	8,000.00	F8,000.00 F
64		Air Condition 5 Rooms		10,000.00 F			
65		Classroom #12, Sink	5,000.00 S				
66		Elevator Safety Items		9,900.00 S			
67		Cafeteria-Refrigerator A		5,200.00 S			
68		Cafeteria/Refrigerator B		5,500.00 S			
69		Cafeteria/Walk In Cooler		8,000.00 S			
70		Dishwasher		10,100.00 S/F			

ITEM #	DEPARTMENT	ITEM	FY01	FY02	FY03	FY04	FY05
71		Oven		6,000.00 S			
72		Freezer		5,000.00 S			
		** Items #67-#72 Cafeteria Equipment Should Be Purchased Using School Budget And Lunch Fund					
73		Replace Phone System	6,000.00 S				
74		Riso Copier (Replacement)		5,000.00 S			
75		Hot Water Tank in Boiler Room	5,000.00 S				
76		Hot Water Tank in Maintenance Room		5,000.00 S			
77		Expand/Refurbish Elementary School				4,000,000.00 D	
78		Generator	35,000.00 F				
	Sub-Total		**$209,025.00**	**$133,425.00**	**$99,976.00**	**$4,045,734.00**	**$73,000.00**
79	**BEACHES**	Upgrade/ADA Bath Houses	44,000.00 B/F		44,000.00 B/F		
80		Parking Lot Repairs (Cook's Brook, Sunken Meadow, Campground)	10,000.00 B/F		10,000.00 B/F		
81		ADA Beach Chair	2,500.00 B/F	2,500.00 B/F			
82		4 x 2 Truck					20,000.00
B/F							
	Sub-Total		**$56,500.00**	**$2,500.00**	**$54,000.00**	**$0.00**	**$20,000.00**
	DPW						
83		One Ton Pick Up	23,000.00 F		24,000.00 F		
84		S-10 Pick Up	20,000.00 F				
85		Sander	13,000.00 F				
86		International Dump				75,000.00 F	
87		Resurfacing Chap. 90					
88		Ordinary Road M & R (Not Chap. 90)	20,000.00 T	30,000.00 T	30,000.00 T	40,000.00 T	40,000.00 T
89		Wood Chipper		18,000.00 G			
90		Sandblast/Paint Trailer & Hop		10,000.00 T			
91		Hot Mix Compactor		2,000.00 F			
92		Plow & Push Frame/Tractor					
93		Snow Plow 11'		6,500.00 F	7,000.00 F		
94		Michigan 75 Replacement				125,000.00 D	
95		New Trash Trailers				110,000.00 D	
96		Replace Sweeper					100,000.00 D
97		Portable Radio (2)	1,600.00 F				
98		Snow Plow Replacement 1 Ton	3,500.00 F		3,700.00 F		
	Sub-Total		**$81,100.00**	**$66,500.00**	**$64,700.00**	**$350,000.00**	**$140,000.00**

ITEM #	DEPARTMENT	ITEM	FY01	FY02	FY03	FY04	FY05
	POLICE						
99		Cruiser	28,500.00 T	29,000.00 T	29,500.00 T	30,000.00 T	31,500.00 T
100		Cruiser	28,500.00 T	29,000.00 T	29,500.00 T	30,000.00 T	31,500.00 T
101		Animal Control Van (Replace 1997)			23,429.00 F		
102		4 x 4 Vehicle (Replace 1996)				31,519.00 F	
103		Printer Replacements		1,200.00 F		1,500.00 F	
104		Portable Radios (6)	4,000.00 F	4,000.00 F	4,000.00 F		
105		Alpha Computer System (Upgrade Vax 3100)	10,000.00 F	10,000.00 F			
106		Voice Mail	3,830.00 F				
	Sub-Total		**$74,830.00**	**$73,200.00**	**$86,429.00**	**$93,019.00**	**$63,000.00**
	FIRE (EQUIP))						
107		Replace Ambulance		80,000.00 A			88,000.00 A
108		Engine/Pumper (Tanker) New Addition			250,000.00 D		
109		Replace Copier		4,000.00 F			
110		Squad I Replacement		35,000.00 F			
111		Inspection Vehicle/Chief Sedan				22,000.00 A	
112		Upgrade Air Packs - 4.5L		25,000.00 A			
113		Heavy Rescue Vehicle				290,000.00 D	
114		Thermal Imager		20,000.00 A			
115		Upgrade and Replace Turnout Gear (14 Sets)	7,000.00 A		2,500.00 A		2,500.00 A
116		Hydrant Standpipe System Expand		2,500.00 T		2,500.00 T	
117		Replace 1986 Engine/Body Repair	7,500.00 A			200,000.00 D	
118		Replace Gas Meter			3,000.00 A		
119		Computer Software Enhancements				10,000.00 A	
120		Computer Hardware Enhancement/Additions				5,000.00 F	
121		Fire Suppression Upgrades/Replacement	5,000.00 A		3,500.00 A	5,000.00 A	5,000.00 A
		Rescue/Medical Equip Upgrade/Replacement					
122		Jaws		25,000.00 A			
123		Air Bags (Lifting Cars)				3,000.00 A	
124		Survival Suits			3,000.00 A		
125		Boat Replacement			30,000.00 A		
126		Radio Replacement/Upgrades			6,000.00 A		
	Sub-Total		**$19,500.00**	**$191,500.00**	**$298,000.00**	**$537,500.00**	**$95,500.00**

ITEM #	DEPARTMENT	ITEM	FY01		FY02		FY03		FY04		FY05	
127	Resource Management Plan - Roach Property et. al.		30,000.00	F			30,000.00	F				
128	Long Range Plan Implementation Assistance		30,000.00	F								
129	Land Acquisition		75,000.00	F	75,000.00	F	75,000.00	F	75,000.00	F	75,000.00	F
130	Limited Municipal Water System				144,400.00	D	139,800.00	D	135,200.00	D	139,500.00	D
131	Transfer Station/Recycling Improvements		50,000.00	D								
	Total		**$778,655.00**		**$859,503.00**		**$945,005.00**		**$6,292,453.00**		**$656,000.00**	

TOTAL CAPITAL FUNDS NEEDED BY SOURCE

FUNDING SOURCE KEY

F = Free Cash	522,155.00	F	316,403.00	350,705.00	274,753.00	180,000.00
C = COA/Friends	13,500.00	C	18,000.00	1,500.00	0.00	22,000.00
A = Ambulance Receipts	19,500.00	A	185,000.00	48,000.00	40,000.00	95,500.00
H = Chapter 90	0.00	U	0.00	0.00	0.00	0.00
EX = Boat Excise	5,000.00	EX	0.00	0.00	0.00	0.00
T = Tax Levy	84,000.00	T	105,500.00	96,000.00	107,500.00	103,000.00
D = Capital Debt Exclusion	50,000.00	D	144,400.00	389,800.00	5,860,200.00	230,500.00
R = Regional Authority	0.00	R	0.00	0.00	0.00	0.00
G = Grant/Other	0.00	G	18,000.00	0.00	0.00	0.00
B/F = Beach Receipts & Free Cash	56,500.00	B/F	2,500.00	54,000.00	0.00	20,000.00
S or S/F = School Budget or Lunch Fund	28,000.00	S	69,700.00	5,000.00	10,000.00	5,000.00
Total	**$778,655.00**		**$859,503.00**	**$945,005.00**	**$6,292,453.00**	**$656,000.00**

ARTICLE 15

To see if the Town will vote to amend the Eastham Home Rule Charter, Section 9-3-1, by deleting after the words "annual compensation" the words "not to exceed one thousand dollars," so that the section reads as follows:

9-3-1 Members of the Board of Selectmen shall each receive annual compensation and necessary expenses incurred in the performance of their duties of office as provided by the General laws and vote of the Town.

Or take any action relation thereto.

By Board of Selectmen

SUMMARY

This change will remove the absolute compensation amount and allow for a salary adjustment to be made with a Town meeting vote. The Selectmen and the Moderator salary have not been increased since the inception of the charter. The elected positions of Treasurer/Tax Collector and Town Clerk have routinely been increased in an amount consistent with the salary adjustment for employees. This is the "piggy back" section of the Charter and changes can be made by a majority vote of Town Meeting.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 9-0

ARTICLE 16

To see if the Town will vote to fix the salary and compensation of all elective officials of the Town as provided by Section 108, Chapter 41, General Laws as amended, and to raise and appropriate or transfer from available funds the following sums of money for salaries; or take any action relative thereto.

Moderator	150.00
Town Clerk	33,520.77
Town Treasurer/Tax Collector	36,211.68
Selectmen (5) $1,500 each	7,500.00
Total	$77,382.45

By Elected Officials

SUMMARY

This article appears each year to set the salaries of the elected officials. The Treasurer/Collector and the Town Clerks' salaries are increased by 3.5%, (one step) which is consistent with other employees in a similar classification and grade. The Selectmen's salary is increased by $500, to $1,500 each instead of $1,000. This is the first increase in Selectmen's salary since the Charter was adopted. The same is true of the Moderator's salary which recommended for an increase of $50 to $150.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 6-0-1

ARTICLE 17

To see if the Town will vote to transfer and appropriate a sum of money to various accounts for the purpose of meeting the remaining expenses for Fiscal Year 1999; or take any action relative thereto.

By Board of Selectmen

SUMMARY

This is an annual article which is included in the Eastham warrant to ensure that anticipated shortfalls in current fiscal year budget can be covered without Finance Committee transfers. Budgets will be monitored until Town Meeting and if it is anticipated that any may have a shortfall funds will be requested and the reason therefor, will be explained at that time.

BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting
FINANCE COMMITTEE RECOMMENDATION: 5-0-1

ARTICLE 18

To see if the Town will vote to transfer from available funds **$990.46** for the purpose of paying prior year unpaid bills; or take any action relative thereto.

By Board of Selectmen

SUMMARY

This article is necessary to pay two bills which were received after the close of the books for FY99. Those bills are for the printing of the warrant in the Cape Codder Newspaper, and for services of the Cape Cod Collaborative relative to billing of Medicare services.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 9-0

ARTICLE 19

To see if the Town will vote to appropriate by borrowing a sum of money for the purpose of acquiring land for recreation, conservation and open space purposes as provided for in Chapter 293 of the Acts of 1998, the Land Bank Bill so called, or under any other enabling authority, and that to meet this appropriation, the Treasurer is authorized to borrow a sum of money under Section 7 (3) of said Chapter 293, in anticipation of revenue to be raised for this purpose under Section 6 of said Chapter 293; or take any action relative thereto.

By Board of Selectmen/Land Bank Acquisition Committee

SUMMARY

The Land Bank is effective with the tax assessment for July 1, 1999. This article is anticipated to direct the spending to the land bank monies from both the state and local level. It is the intent of this article that a land purchase will be funded by borrowing with the debt costs to be paid by land bank receipts. The land acquisition committee will make a purchase recommendation.

BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting
FINANCE COMMITTEE REPORT AND RECOMMENDATION: At Town Meeting

ARTICLE 20

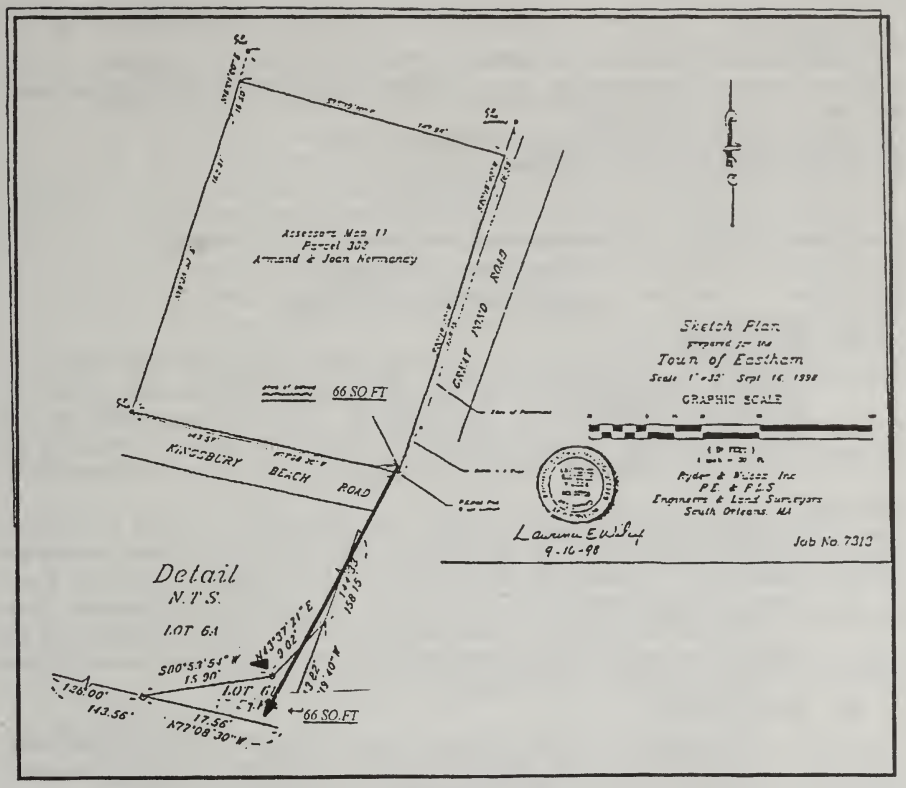
To see if the Town will vote to raise and appropriate, or transfer from available funds, the sum of money, **(no more than $535)** for the purpose of acquiring a portion of land of no more than 66 square feet more or less, located at the intersection of Kingsbury Beach Road and Great Pond Road, shown on Assessors Map 11, Parcel 302 being part of land owned by Armand & Jean Normandy and in reference to a deed filed at Barnstable County of Deeds, Book 2921, Page 201, and further to appropriate an additional sum of **$1,000** in order to prepare plans and documentation for the purchase and to set concrete bounds delineating the property boundary as necessary; or to take any action relative thereto.

By Board of Selectmen/Board of Highway Surveyors

SUMMARY

Over several decades of road improvements along Kingsbury Beach and Great Pond Road the pavement has wandered slightly outside of the town property and encroached onto private property. The area of encroachment 61 square feet, provides for an appropriate turning radii on the curve and it is in the best interest of the Town to maintain this configuration. The owner is willing to sell this area to the Town which will allow for the maintenance of the road in this location. Cutting the pavement and reconfiguring the road will be costly and the result will be a less safe road that is currently in place. No other properties are similarly affected in this area.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 6-0


Assessors Map 11
Parcel 302
Armand & Joan Hermancy
66 SQ FT
KINGSBURY BEACH ROAD
GREAT POND ROAD
Sketch Plan
Town of Eastham
GRAPHIC SCALE
Ryder & Wilcox Inc
P.E. & P.L.S.
Engineers & Land Surveyors
South Orleans, MA
Lawrence E Wilcox
9-16-98
Job No. 7313
Detail
N.T.S.
LOT 6A
S00°53'54"W
15.90'
126.00'
143.56'
17.56'
N77°08'30"W
66 SQ.FT

ARTICLE 20

ARTICLE 21

To see if the Town will vote to raise and appropriate or transfer from available funds, the sum of **$20,000** to be used by all departments as approved by the Board of Selectmen, as matching funds when required as part of the application budget for private, state, and federal grants that may be applied for, or take any action relative thereto.

By Board of Selectmen

SUMMARY

Last year was the first time an article such as this appeared. It assisted us in successfully applying of grants such as the in car computers for the police department and historic preservation grants.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 9-0

ARTICLE 22

To see if the Town will vote to adopt the following municipal bylaw:

TOWN OF EASTHAM
TOBACCO CONTROL BYLAW

A. PURPOSES

The purpose of this Bylaw is to protect the public health and welfare by restoring and preserving the right of all citizens to breathe clean air. Exposure to secondhand smoke presents a serious public health risk. Of particular concern is the workplace environment of persons who may be subjected to sustained, involuntary exposure to hazardous materials in the air.

In addition this bylaw is to prohibit the placement and use of vending machines and self service tobacco displays. Vending machines provide an opportunity for underage individuals to obtain smoking materials. Even when such machines are in full view of the owner or his representative, control is difficult to establish. Free standing tobacco product displays will be controlled in order to discourage illegal activity by youth and make access to tobacco products, more difficult.

B. DEFINITIONS

Employee – A person who performs services for wages or other consideration, but not including domestic workers or casual laborers employed at the place of residence of the employer.

Employer – A person, partnership, association, corporation, trust, or other organized group, any municipal facility, which utilizes the services of two or more employees.

Minors – Any person under the age of eighteen (18).

Public Place – an enclosed, indoor area that is open to and used by the general public or employees, including but not limited to; licensed child care facilities, educational facilities, clinics, nursing homes, all elevators, stairwells, halls, lobbies and entrance ways; common areas (not including actual sleeping quarters) of guest houses, bed and breakfasts, inns, hotels and motels, public rest rooms; laundromats; hair salons and barbershops; libraries; municipal buildings, museums; retail food establishments; indoor sports arenas, bowling alleys, and skating rinks; enclosed shopping malls; theaters; auditoriums; public transit facilities and any function rooms/halls.

Smoking – The lighting of or having in one's possession any lighted cigarette, cigar, or pipe.

Tobacco Product – Cigarettes, cigars, snuff, chewing tobacco, or smokable synthetics.

Workplace – Any area within a structure or portion thereof in which two or more employees perform services for their employer. It also includes employee lounges, restrooms, dining areas, conference rooms, hallways, stairs, and entry ways to which employees or the general public have access.

C. PROHIBITION OF SMOKING IN PUBLIC PLACES

Smoking is prohibited in all public places.

D. PROHIBITION OF VENDING MACHINES

Vending machines for dispensing cigarettes or other tobacco products are prohibited in the Town of Eastham.

E. PROHIBITION OF SMOKING IN WORKPLACES

1. Smoking is prohibited in a workplace.
2. An employer may provide a Designated Smoking Area located in an area that is not required to be entered by an employee and in which no services/products are available to the public, and provided further that;
   a. Any area established as a Designated Smoking Area shall be a fully enclosed separate room and have a separate outside air ventilation system that has an outside air inlet and an outside air exhaust and which provides a minimum air exchange of 60 cubic feet per minute per person based on a capacity not to exceed ten persons and which is maintained at a lower pressure than the remainder of the building or any adjoining space; and
   b. Plans of the design of the ventilation system and maintenance schedule for the designated smoking area must be approved by the Eastham Board of Health.
   c. By July 1, 2001 and each year thereafter, by July 1, an inspection by a qualified HVAC contractor certifying compliance with the ventilation requirements of Section 2a must be submitted to the Board of Health.
   d. A designated smoking area must be conspicuously posted as such.
   e. No permit and/or license shall be issued unless all of the above requirements in subsections a - d is met.

F. POSTING

Each person having control of premises where smoking is restricted or prohibited by this Bylaw shall display on the premises conspicuously, including the primary entrance doorways, appropriate signs reading "Designated Smoking Area," "Restricted Smoking" or "No Smoking" as may be appropriate. Posting the international symbol for "No Smoking" is permissible without additional signage.

G. SALE AND DISTRIBUTION OF TOBACCO PRODUCTS

1. Permit – To monitor compliance of the sale of tobacco products, permits will be issued. No person, firm, corporation, establishment, or agency, shall sell tobacco products within the Town of Eastham without a valid tobacco sales permit issued by the Board of Health. Permits must be posted in a manner conspicuous to the public. Tobacco sales permits must be renewed annually, with the Board of Health, for a fee of $25.00.
2. Possession, Sale or Distribution to Minors – No person, firm, corporation, establishment, or agency, shall sell tobacco products, or distribute tobacco products free of charge to a minor. The possession of any tobacco produce is **prohibited** by a minor.
3. Restriction on Sale of Tobacco Products
   a. The sale of "singles" or "loosies" of any tobacco product is prohibited.

b. No person under eighteen years of age may directly handle or sell any tobacco products.
c. No adult shall purchase any tobacco product for any person under the age of eighteen.

4. Restrictions on Self-Service (Freestanding) Displays – The display and sale of tobacco products, shall be restricted in the following manner:
   a. Self-service (freestanding) displays shall be permitted only on a checkout counter/register, in full view of a clerk, and at a distance of no more than five (5) feet from the clerk.
   b. During any period when a checkout counter/register is not staffed, the tobacco products must be in an enclosed, locked case or otherwise not readily accessible for self-service.
5. Distribution of Tobacco Products – No person, firm, corporation, establishment, or agency shall distribute tobacco products free of charge. Distribution includes, but is not limited to, product "giveaways", or as an incentive, prize, award, or bonus in a game, contest, or tournament involving skill or chance. This section does not prohibit the use of coupons from magazines, newspapers, periodicals, or attached to packaging.

H. VARIANCES

Any business may request a variance to the bylaw provisions concerning smoking in the workplace.

A. A business owner may request a variance to the smoking prohibition by application to the Board of Health which shall hold a public hearing after advertising at least once, in a local newspaper at least ten days before the hearing. The Board of Health may set a fee for such hearings, and set application procedures.
B. The Board shall consider such variance requests and may grant variances when the applicant demonstrates that air quality will not be adversely affected by the variance. Air quality assurances shall be provided by a qualified HVAC contractor who shall certify that the air exchange system will provide air exchange opportunity sufficient to exchange 60 cubic feet per minute, per person for the smoking area.
C. And further, the Board shall consider and only grant variances when such area is capable of being closed off from a non-smoking area, if applicable, by a positive pressure seal or solid door or wall.

I. VIOLATIONS, ENFORCEMENT, PENALTIES

1. The Eastham Board of Health, its designated agents, or enforcement officers, may enforce these Bylaws. Any citizen who desires to register a complaint of non-compliance may do so by contacting the Eastham Health Department.
2. At the discretion of the Board of Health violations may be prosecuted by civil action in law or equity, a non-criminal prosecution pursuant to Chapter 40, Section 21D or any combination thereof.
3. Any person who smokes in violation of this bylaw shall be subject to a fine of fifty ($50) for each offense.
4. Any proprietor/licensee or other person in charge of a public place or workplace who fails to comply with the provisions of these Bylaws shall be subject to the following actions for each offense:
   a. A fine of $50 or a warning shall be issued for the **first offense**.
   b. A fine of two hundred dollars ($200.00) may be issued for a **second offense**, after a public hearing the Board of Health may impose a suspension or denial of any permit or license issued by the Board of Health, or refuse or delay issuance of a renewal, for a period of two days for each violation.

c. A fine of three hundred dollars ($300.00) may be issued for a **third offense** and for any subsequent offenses, after a public hearing the Board of Health may impose a suspension or denial of any permit or license issued by the Board of Health, or refuse or delay issuance of a renewal, for a period of time as determined by the Board of Health.

J. SEVERABILITY

If any provision of these Bylaws is declared invalid or unenforceable, the other provisions shall not be affected thereby but shall continue in full force and effect.

K. EFFECTIVE DATE

This Bylaw shall be effective as of January 1, 2000.

By Board of Health

SUMMARY

A portion of this Bylaw was an Eastham Board of Health Tobacco Control Regulation which was effective June 1, 1996, concerning the prohibition of dispensing cigarettes in vending machines and the sale of tobacco products, especially to minors. This Bylaw will prohibit smoking in all public places including restaurants, bars, and workplaces and incorporates provisions from the July 1, 1996 Board of Health regulations.

BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting
FINANCE COMMITTEE RECOMMENDATION: At Town Meeting

ARTICLE 23

To see if the Town will vote to amend the existing Town of Eastham Zoning Bylaws, accepted at Special Town Meeting April 19, 1988 and as amended through May 5, 1998, SECTION II DEFINITION, by adding the following:

Adult Uses: Any of the following uses, as defined in MGL Chapter 40A, Section 9A: Adult Bookstore, Adult Motion Picture Theater, Adult Paraphernalia Store, Adult Video Store, Establishments Which Display Live Nudity.

And further to amend, SECTION V USES, DISTRICT C by adding the following at the beginning of the second sentence: "except as otherwise noted," so that it reads:

Except as otherwise noted, sales, retail or wholesale shall be permitted so long as they are strictly incidental to the primary use. . ."

And further to amend SECTION V USES, DISTRICT C by adding a new paragraph:

"Adult uses as defined in Section II of this bylaw may only be permitted by a grant of a special permit by the Zoning Board of Appeals."

By Planning Board

SUMMARY

In the first part of this article, Town needs to insert State accepted definitions into the town zoning bylaws for adult uses as part of the process of setting up permitted areas for these uses. The second part focused on the allowance of adult uses. The Town currently allows adult uses in District D, leaving the opportunity for an adult use to open which would be visible from Route 6. This amendment would allow adult uses but eliminate the possibility that such a use could be located in a highly visible area.

BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting
FINANCE COMMITTEE RECOMMENDATION: At Town Meeting
PLANNING BOARD RECOMMENDATION: 5-0

ARTICLE 24

To see if the Town will vote to amend the existing Town of Eastham Zoning Bylaw, accepted Special Town Meeting April 19, 1988 and as amended through May 5, 1998 by deleting SECTION VII – PROHIBITED USES E in its entirety; said section currently reads:

"Retail sales, rentals, or distribution of pornographic materials."

or take any action relative thereto.

By Planning Board

SUMMARY

Massachusetts General Law requires that towns allow adult uses, including the sale of pornographic materials. This section currently prohibits such sale. Massachusetts General Law, further provides that specific zones may be established for such uses and therefore this section prohibiting such uses in the Town, contradicts the law and is therefore being deleted.

BOARD OF SELECTMEN RECOMMENDATIONS: At Town Meeting
FINANCE COMMITTEE RECOMMENDATION: At Town Meeting
PLANNING BOARD RECOMMENDATION: 5-0

ARTICLE 25

To see if the Town will vote to amend the existing Town of Eastham Zoning Bylaw, accepted Special Town Meeting April 19, 1988 and as amended through May 5, 1998 by deleting SECTION VII – PROHIBITED USES F in its entirety, which currently reads:

"Adult bookstores and motion picture theaters (as those terms are defined by the Massachusetts General Laws, Chapter 40A, Section 9A) except that such establishments are permitted by the way of Special Permit from the Zoning Board of Appeals. For purposes of determining whether a Special Permit is granted or not upon application, no such establishment shall be within one (1) mile radius of any other such adult bookstore or adult motion picture theater. Such business or establishment shall only be allowed in Zoning District D upon the granting of a Special Permit."

By Planning Board

SUMMARY

If the Article 23 above passes, this section of the zoning bylaw will be contradictory.

BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting
FINANCE COMMITTEE RECOMMENDATION: At Town Meeting
PLANNING BOARD RECOMMENDATION: 5-0

ARTICLE 26

To see if the Town will vote to amend the existing Town of Eastham Zoning Bylaw, accepted Special Town Meeting April 19, 1988 and as amended through May 5, 1998, SECTION II – DEFINITIONS by adding the following:

Convenience Store: A retail establishment accessory to a principal use, offering for sale prepackaged food products, fresh produce, household items, newspapers, tobacco products, lottery items, or sundries, for use and/or consumption off premises.

And further to create a new paragraph under Section V–Uses, District D following the existing paragraph to read as follows:

"In any Convenience Store, as defined in Section II – Definitions, no food preparation or heating will take place on the premises except the preparation of hot beverages. All food is to be sold in sealed packages, with the exception of fresh produce."

By Planning Board

SUMMARY

Convenience store is not defined in the bylaw. There has been a need to better define this use and provide parameters for activities that can take place in a convenience store, specifically when such use is accessory and not the principal use of the lot.

BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting
FINANCE COMMITTEE RECOMMENDATION: At Town Meeting
PLANNING BOARD RECOMMENDATION: 5-0

ARTICLE 27

To see if the Town will vote to amend the existing Town of Eastham Zoning Bylaw, accepted Special Town Meeting April 19, 1988 and as amended through May 5, 1998 SECTION IV FLOOD PLAIN ZONING by reorganizing the sections, as follows:

Article I: Statement of Purpose and Existing Regulations
Article II: Flood plain District Boundaries and Base Flood Elevation Data
Article III: Use Regulations

By Planning Board

SUMMARY

The current bylaw deals with the subject of use regulations before defining the area or stating the purpose for the bylaw. This is a housekeeping article.

BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting
FINANCE COMMITTEE RECOMMENDATION: At Town Meeting
PLANNING BOARD RECOMMENDATION: 5-0

ARTICLE 28

To see if the Town will vote to amend the existing Town of Eastham Zoning Bylaw, accepted Special Town Meeting April 19, 1988 and as amended through May 5, 1998 SECTION VI – NONCONFORMING USES C, by adding after the last sentence in the second paragraph the following new sentence:

"A nonconforming single or two family residential structure or any portion of that structure or any accessory structure may be demolished by permit of the Inspector of Buildings if the demolition will eliminate or reduce, the nonconforming nature of the structure.

and further to amend SECTION VI – NONCONFORMING USES paragraph D by deleting in the first sentence the words "enlarged or demolished", and replacing them with the words, "or enlarged" and further adding the following after the last sentence a new sentence as follows:

"Other nonconforming buildings, structures or portions of structures may be demolished by a permit of the Inspector of Buildings if the demolition will eliminate the nonconformance or reduce the nonconforming nature of the structure."

so that the section reads as follows:

d. Other nonconforming uses and buildings or structures may be extended or enlarged by Special Permit from the Special Permit Granting Authority upon determination that such change, extension or alteration is not more detrimental than the existing nonconforming use, building or structure is to the neighborhood and that it will not be detrimental to the public welfare.

Other nonconforming buildings, structures, or portions of structures may be demolished by a permit of the Inspector of Buildings if the demolition will eliminate the nonconformance or reduce the nonconforming nature of the structure.

By Planning Board

SUMMARY

This bylaw change will allow for demolition of a structure or a portion of a structure if the result will be to eliminate or decrease the nonconforming nature of the structure. Under the current bylaw, it is necessary to go before the Board of Appeals for a special permit to demolish a nonconformance.

BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting
FINANCE COMMITTEE RECOMMENDATION: At Town Meeting
PLANNING BOARD RECOMMENDATION: 5-0

ARTICLE 29

To see if the Town will vote to amend the Town of Eastham Wetlands Bylaw adopted at the Annual Town Meeting, May 1980 and as amended up to and including May 1990, by deleting it in its entirety and replacing it with the text as follows: *(New text in italics, and/or* **bold** *type.)*

TOWN OF EASTHAM
WETLANDS BYLAW

Section 1. PURPOSE

The purpose of this Bylaw is to protect the foreshore and wetlands of the Town of Eastham by controlling activities deemed to have a significant effect on wetland values including, but not limited to, the following; public or private water supply groundwater, flood control, erosion control, storm damage, water pollution, fisheries, shellfish, wildlife and recreation.

Section 2. APPLICABILITY

No person shall remove, fill, dredge, alter or build upon or within ***100*** feet of any bank, fresh water swamp, ***certified vernal pool, or seasonal wetland***, beach, dune, estuary, creek, pond or lake; or within 200 feet of any river, stream; or upon any land under said waters or upon or within ***100*** feet of any land subject to tidal action, coastal storm flowage, or flooding or any land designated by the Commonwealth or federal government as an Area of Critical Environmental Concern and/or wildlife refuge, other than in the course of maintaining, repairing, or replacing, but not substantially changing or enlarging, an existing and lawfully located structure or facility used in the service of the public and used to provide electric, gas, water, telephone, or telecommunications services, without first filing written notices of his intention to so remove, fill, dredge, alter, or build upon, by sending a separate letter by certified mail to the Eastham Conservation Commission and without receiving and complying with an Order of Conditions and provided all appeal periods have elapsed. Such Notice of Intention shall include such plans as may be necessary to describe such proposed activity and its effects on the environment. The same plans and specifications required to be filed by an applicant under Massachusetts G.L. c. 131, §40, will be accepted as fulfilling the requirements of this Bylaw. Said Commission may hear any oral presentation under this Bylaw at the same public hearing required to be held under the Provisions of said Ch. 131, §40 of the Massachusetts General Laws.

Unless otherwise provided herein, definitions set forth in said chapter and section and in the regulations issued and as may be amended by the D.E.P. or any successor thereto, are hereby made a part of this Bylaw.

Land within 200 feet of rivers are designated Riverfront Areas. Riverfront Areas and buffer zones, which are lands within 100 feet of other resource areas, are presumed to be significant to protect the private or public water supply, to protect the groundwater, to provide flood control, to prevent pollution, to protect wildlife habitat, and to protect fisheries and shell fisheries. Such lands are so presumed because it has been observed that activities undertaken in close proximity to resource areas have a high likelihood of adverse impact on these resources, either immediately, or as a consequence of construction, or over time, as a consequence of maintenance

or operation of activities or structures. Such adverse impacts from construction and use are presumed to include, without limitation, erosion, siltation, loss of groundwater recharge, impairment of water quality and/or wildlife habitat. This presumption is refutable, and may be overcome by a clear showing by a preponderance of the evidence that the riverfront or buffer zones do not play a role in the protection of any one of these interests. The Commission therefore may require that the applicant maintain a strip of continuous, undisturbed vegetative cover within this area, unless the applicant demonstrates to the satisfaction of the Commission that the area or part of it may be disturbed without harm to the values protected by the bylaw.

No permit shall be issued for any activity in the buffer zone, unless the applicant, in addition to meeting the otherwise applicable requirements of this bylaw, has proved by a preponderance of the evidence that:

1) *there is no technically demonstrated feasible alternative to the project with less adverse effects; and,*
2) *that such activities, including proposed mitigation measures, will have no significant adverse impact on the areas or values protected by this bylaw.*

As to projects within the riverfront areas or buffer zones, the closer an activity is proposed to a resource area, the more scrutiny will be given to the potential impacts of a proposed project.

Any activity proposed or undertaken outside of the resource areas protected by this bylaw, as specified above, shall not be subject to jurisdiction of the Conservation Commission unless in the judgment of the Conservation Commission, said activity is likely to result or has resulted in the alteration of a recourse area protected by this bylaw.

Section 2. The term "person" as used in the Bylaw, shall include any individual, group of individuals, association, partnership, corporation, company, business, organization, trust, estate, administrative agency, public or quasi-public corporation or body, or any other legal entity or its legal representatives, agents or assigns.

Section 3. Any person may apply to the Conservation Commission for a determination as to whether or not this Bylaw applies to a specific situation prior to the filing of a written Notice of Intent. The Commission shall make such determination under the provisions hereof within twenty-one, (21) days of the receipt of a written request sent by certified mail from any person desiring such determination.

Section 4. The Conservation Commission may impose as part of any determination or Order of Conditions, any conditions, which it deems necessary to contribute to the protection and preservation of the subject land and the furtherance of the purposes of this Bylaw stated above. Request for Determination or a Notice of Intent may be made in the same manner and using the same forms as for applications pursuant to Massachusetts General Laws, Chapter 131, Section 40. The Commission may combine the hearing under the bylaw and MGL Chapter 131, Section 40 into one proceeding.

Section 5. The Conservation Commission is empowered to deny permission for any dredging, filling, or altering of subject lands within the Town, if in its judgment such denial is necessary to preserve the environment quality of the land and resources subject to this bylaw. Due consideration shall be given to possible effects of the proposal on all values to be protected under this Bylaw and to any demonstrated hardship on the petitioner by reason of denial, as brought forth at the public hearing. Any Order of Conditions of denial issued under this Bylaw shall be considered a "prior local permit" under M.G.L., c. 131, §40.

Section 6. The notice required by the first Paragraph of this Bylaw shall not apply to emergency projects necessary for the protection of the health or safety of the citizens of Eastham and to be performed or ordered to be performed by an administrative agency of the Commonwealth or by the Town. Emergency projects shall mean any projects certified to be an emergency by the Commissioner of the

Department of Environmental Protection and the Conservation Commission if this Bylaw and Massachusetts General Laws, Chapter 131, Section 40 are both applicable, or by the Conservation Commission, if only this Bylaw is applicable. In no case shall any removal, filling, dredging or alteration authorized by such certification extend beyond the time necessary to abate the emergency.

Section 7. Appeal from any action of the Commission under this Bylaw shall be made to the Superior Court within sixty (60) days of the date of issuance of said Order or denial. Appeal shall be perfected by filing a Complaint within the above period and by sending a copy thereof, by certified mail, return receipt requested, to the Town Clerk and the Conservation Commission of the Town of Eastham, and if the Appellant is other than the Petitioner, to the Petitioner.

Section 8. The Eastham Conservation Commission may, from time to time, adopt such definitions, regulations and performance standards, as they may deem necessary to protect the interests of this Bylaw. Said regulations shall become effective upon publication following a public hearing in accordance with procedures in Section 10 of this bylaw.

Section 9. The Commission, its agents, officers, and employees shall have the authority to enter upon privately owned land for the purpose of performing their duties under this Bylaw and may make or cause to be made such examinations, surveys or sampling as the Commission deems necessary.

The Commission, its agents, officers, and employees and any police officer of the Town of Eastham, shall have authority to enforce this Bylaw, its Regulations and any orders of the Commission issued thereunder.

In addition to criminal prosecution, or civil enforcement, the Commission may elect to utilize the non-criminal disposition procedure set forth in M.G.L. c. 40, Section 21D.

Any person who violates any provision of the bylaw, Regulations, or any Orders issued thereunder, shall be punished by a fine of up to $300.00 for each offense. Each day or portion thereof during which a violation occurs shall constitute a separate offense of each provision of the bylaw. When enforced pursuant to the non-criminal disposition provisions of M.G.L. c. 40, Section 21D, the penalties shall be as follows:

First Offense:	$100
Second Offense:	$200
Third Offense:	$300

Section 10. The Commission may promulgate regulations, after a public hearing following public notice in a newspaper of general circulation in the Town of Eastham, not less than 21 days prior to the hearing.

Section 11. New docks and piers may be permitted only if said dock or pier or its construction will not impinge on any navigable channel and will not interfere with any form of navigation, fishing (including shellfishing and aquaculture) and/or current or historical shellfish resources or shellfish habitat as determined by survey, historical record, or other designation by the Shellfish Constable or Massachusetts Division of Marine Fisheries. New docks and reconstructed portions of existing docks shall be constructed entirely of materials that do not contain toxic materials, including but not limited to chromated copper arsenate.

New docks or piers shall be constructed so as to not adversely affect upland vegetation in the vicinity of the proposed structure. It shall be a condition of any Order of Conditions for a new dock or pier, or for any permit to authorize a previously unlicensed dock or pier, that the applicant obtain all applicable state and federal licenses. Further the Conservation Commission shall require that applicant demonstrate that there exists no other reasonable alternative to the proposed design or location of any dock or pier, in that the dock or pier has been located so as to maximize the possibility of shared use.

Adopted Annual Town Meeting, May 1980.

Amendments: added Section 8, May 1982, Revised Section 1, May 1988, Revised Section 1 and Section 7 May 1990, added Sections 9, 10, and 11, May 1990.

Or take any actions relative thereto.

By Conservation Commission

SUMMARY

This article seeks to modify the Wetland Protection Bylaw originally adopted in 1980 by including sections concerning riverfront areas and vernal pools to make the bylaw consistent with state regulations. A section providing regulations specific to the installation of new docks and piers is also proposed as well as other "housekeeping" language changes.

BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting

FINANCE COMMITTEE RECOMMENDATION: At Town Meeting

ARTICLE 30

To see if the Town will vote to transfer from the Fiscal Year 00, Hotel Motel Excise Tax so-called, in accordance with Annual Town Meeting Article 26, May 4, 1998, to the Eastham Promotions Fund, the sum of **$10,000** to be held pending the development of a spending program to be presented to Town Meeting in accordance with Section 4 of Article 26 referenced above; or take any action relative thereto.

By Board of Selectmen

SUMMARY

The Town bylaw requires that the appropriation be spent only after town meeting review and approval of specific projects. There was a significant delay in getting the approval of the state legislature, and the committee is only just getting appointed and underway. This article is in anticipation of their being ready to present a budget at this annual or a special town meeting.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0-2

ARTICLE 31

To see if the Town will vote to authorize the Board of Selectmen on behalf of the Recreation Commission to enter into an Intermunicipal Agreement for the purpose of funding and operating a skateboard park located at the Nauset Regional Middle School in Orleans, and further to allow the Beach and Recreation Administrator to represent the Town in all matters concerning the operation of this facility, in accordance with the procedures in the text of the agreement listed below:

INTERMUNICIPAL AGREEMENT
BETWEEN THE TOWNS OF
ORLEANS, BREWSTER, EASTHAM, AND WELLFLEET
FOR THE MANAGEMENT AND OPERATION OF FINCH PARK

Section I. Purpose

Orleans, Brewster, Eastham, and Wellfleet shall share equally the responsibility of financing, equipping, maintaining, repairing and operating for the benefit of the citizens of said Towns a skateboard park, known as Finch Park, and located on Nauset School District property, on the school grounds of the Nauset Regional Middle School, in the Town of Orleans, County of Barnstable, Commonwealth of Massachusetts.

Section II. Organizational Structure

A. Board of Managers

1. There shall be established a Board of Managers, herein referred to as the Managers, consisting of the department heads of each of the four (4) towns' recreation departments.
2. The duties and responsibilities of the Managers are as follows:

a. The Managers shall operate, maintain, repair and manage the facility and shall have the care, custody, management and control thereof.

b. The Managers shall promulgate and, when necessary, amend Finch Park Rules and Regulations, setting forth the policies and procedures of park operations that are consistent with the local youth recreation programs of each Town, including hours of operation, maintenance procedures, park safety and user rules and do not interfere with the operation of Nauset Regional Middle School.

Section III. Operating Budget

A. Financing

Each member Town shall appropriate a sum of money, annually, for maintenance and upkeep of the skate park.

Section IV. Park Operations

B. Operating Hours

The Managers shall establish a schedule of hours of operation on a seasonal basis.

Section V. Park Safety and Maintenance

A. Park Safety

For health and safety reasons, it shall be of utmost importance for all park facilities and equipment to remain in good condition. In order to keep park facilities in safe working condition, the Managers and/or their designee shall conduct regular safety inspections of all park facilities and equipment.

or take any action relative thereto.

By Board of Selectmen/Recreation Commission

SUMMARY

This article will create a management structure for the Skate Board Park currently operating at the Nauset Middle School property in Orleans. The recreation directors of three of the four towns of the Nauset Region, will manage the park. Insurance costs are currently part of the recreation insurance coverage and it is anticipated that any funds needed for staffing or maintenance will be charged against the user fees in the Recreation Commission revolving fund.

BOARD OF SELECTMEN RECOMMENDATION: 4-1
FINANCE COMMITTEE RECOMMENDATION: 9-0

ARTICLE 32

To see if the Town will vote to accept as a town way, the private way known as Salt Winds Drive which is shown on a plan of land recorded in the Barnstable County Registry of Deeds, Plan Book 379, Page 39, copies of which are on file with the Town Clerk; or take any action relative thereto.

By Petition

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 5-0-1
PLANNING BOARD RECOMMENDATION: 5-0 IN FAVOR
BOARD OF HIGHWAY SURVEYORS: Road meets standards for acceptance.
SUPERINTENDENT OF PUBLIC WORKS: Road meets standards for acceptance.

Cross Carr Way
Anawon Road
Epanow Road
Aquinnah Road
Squanto Road
Oak Leaf Road
Salt Winds Drive

ARTICLE 32

ARTICLE 33

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for special legislation to provide for the amendment of the Town of Eastham Home Rule Charter Section 3-4-4 as follows:

At the end of Section 3-4-4 add the following sentence:

"All individuals as appointed shall be Residents duly registered to vote in the Town of Eastham." so that the section reads as follows: "The Board of Selectmen shall appoint such other town officers and members of multi-member bodies, the primary responsibilities of which are policy making and not administrative, as may be provided by Bylaw and for which no other provision is made in this Charter. All individuals so appointed shall be residents duly registered to vote in the Town of Eastham."

or take any action relative thereto.

By Petition

SUMMARY

Town Meeting should decide whether the rights and privileges of participation in Town governance should be reserved for Eastham voters, or should be open to non-voters. An affirmative vote will limit the Selectmen's appointments for boards, commissions, committees, etc., be they regular, advisory or ad hoc etc., to Eastham voters. A negative vote will not limit the selectmen in their appointments. This is an important issue for voters to resolve.

BOARD OF SELECTMEN RECOMMENDATION: 2-3 not recommended.
FINANCE COMMITTEE RECOMMENDATION: 3-6 not recommended

ARTICLE 34

To see if the Town of Eastham will vote to raise and appropriate the sum of **$5,000** to support the operation of the Juice Bar, an alcohol, tobacco, and drug free center. It is operated by Nauset Together We Can Prevention Council, Inc. for the benefit of the teens of Eastham and the Nauset Region; or take any action relative thereto.

By Petition

BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting
FINANCE COMMITTEE RECOMMENDATION: 6-0-0

ARTICLE 35

To see if the Town will vote to adopt the following bylaw:

NOTIFICATION OF TOWN WORK, WITHIN TOWN WAYS

I. On or before June 1st of each year, the Board of Highway Surveyors/Highway Superintendent shall issue the list of work proposed to be completed within the 18 Month period commencing September 1st of that year. Said list shall include, but not be limited to, ways to be resurfaced and/or reconstructed, surfaces to be crack sealed, new catch basin construction, and ways in which live standing trees of 3 inches in diameter or greater are to be removed.

II. Said list shall be published for two consecutive weeks in a local paper on or before July 1st; shall be posted prominently at the DPW building, the Town Hall, the Library and the Council on Aging building, and copies shall be made available at the Town Hall and the DPW building.

III. There shall be a period of 30 days from the initial advertisement allowed for comments.

IV. A hearing for the purpose of considering comments and petitions shall be conducted jointly by the Board of Selectmen, Board of Highway Surveyors and Highway Superintendent at the conclusion of the comment period. Said hearing shall be advertised for two weeks prior to the date of the hearing.

V. Section I-V may be waived to accommodate emergency work.
VI. Upon passage of this bylaw, work on town ways scheduled but not yet commenced shall be street address provisions of this bylaw.

Or to take any action relative thereto.

By Petition

BOARD OF SELECTMEN RECOMMENDATION: 0-5 not recommended
FINANCE COMMITTEE RECOMMENDATION: 0-6 not recommended

ARTICLE 36

To see if the Town will accept the published reports of the Town officers as printed and made available to the public in the 1998 Town of Eastham Annual Report, and to hear any unpublished reports of committees and to do or act on anything which may legally come before this meeting.

By Board of Selectmen

BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting
FINANCE COMMITTEE RECOMMENDATION: At Town Meeting

You are directed to serve this Warrant by posting attested copies thereof at the Post Office in Eastham and North Eastham seven days at least before the date of holding said meeting.

Hereof, fail not and make due return of this Warrant and your doings thereon to the Town Clerk at the time and place of holding said meeting.

Given under our hands and seals this 12th day of April in the year of our Lord, One Thousand Nineteen Hundred and Ninety Nine.

Thomas L. Newton
Chairman

Robert L. Mumford

Kenelm N. Collins

Madeleine A. Bebout

David W. Crary
BOARD OF SELECTMEN

Greetings:

In pursuance of the conditions of the foregoing warrant, I have posted attested copies, one each at the Post Office in Eastham and North Eastham seven days before time of said meeting.

Mark T. Haley, Constable

A True Copy Attest:
Lillian Lamperti, Town Clerk

ANNUAL TOWN MEETING MINUTES

MAY 3, 1999

Pursuant to the provisions of the foregoing warrant, the voters assembled in the Nauset Regional High School Auditorium and the meeting was called to order at 7:00 p.m. with a quorum present of 190 voters (5%).

The call and service of town meeting was read by the Town Clerk and immediately following the Moderator explained to the voters that the Selectmen had decided to conduct a random selection of warrant articles to satisfy a resolution requesting this change at a prior town meeting. A vote was taken by hand count of 187 Yes and 83 No to satisfy the 2/3rds requirement to implement this one time random selection. Articles 1-12 being the operating budget were not included in the lottery. Articles 19 to 35 were. The minutes for this meeting will be recorded in numerical sequence as they appear on the warrant and not that of the random selection.

All Articles are moved and seconded by the Board of selectmen unless otherwise noted:

Article 1.

Voted – To raise and appropriate $1,200.00 for Greenhead Fly Control as printed in the warrant.

Unanimous voice vote

Article 2.

Voted – To assume liability in the manner provided in Section 29 and 29A of Chapter 91 of the General Laws, as printed in the warrant.

Unanimous voice vote

Article 3.

Voted – To transfer $2,029.00 of the refunded dog tax for use by the Library.

Unanimous voice vote

Article 4.

Voted to accept such sums under the provisions of the 1999 Transportation Bond Issue from the Commonwealth of Mass as may be made available in FY00 as printed in the warrant.

Unanimous voice vote

Article 5.

Voted – To authorize the Board of Selectmen to issue non-transferrable seasonal vehicle identification stickers for use at parking lots on certain town owned lands, in amounts as printed in the warrant, and further that the town vote to transfer $79,420.00 from the Beach Funds Accounts Reserved, for the fiscal year FY00 operations, as printed in the warrant.

Unanimous voice vote

Article 6.

Voted – To transfer from the Abatement Surplus, $35,654.00 for the purposes of conducting comprehensive data collection as mandated by the Commonwealth, and expended in the manner as printed in the warrant.

Unanimous voice vote

Article 7.

Voted – To transfer from free cash $5,000.00 for the Town of Eastham 350th Celebration in the year 2001, said funds to be spent by the 350th Committee with the approval of the Board of Selectmen in accordance with Chapter 59 of the Acts of 1998, for general purposes as printed in the warrant.

Unanimous voice vote

Article 8.

Voted – To authorize the Board of Selectmen to enter into a contract with the Town of Bourne for five years, for the disposal of demolition debris, under such terms and conditions as they may find appropriate, and for the purposes as printed in the warrant.

Majority voice vote

Article 9.

Voted – To indefinitely postpone taking action on this article (see warrant).

Unanimous voice vote

Article 10.

Voted – To fund an agreement between the International Brotherhood of Police Officers Local #368 for the period July 1, 1999 to June 30, 2000 and to raise and appropriate $12,700.00 for funding FY00 salary adjustments.

Unanimous voice vote

Article 11.

Voted – To amend the Eastham Personnel Bylaw Compensation Plan Bylaw adopted May 1995, and amended thru May 5, 1998 Section 2.1 by deleting the pay scales after the date July 1, 1995 and inserting in their place the pay scales printed in the warrant, and further to delete the FY99 Classification with Grade and Pay Rates replacing it with the FY00 Classification with Grade and Pay Rates as printed in the warrant and to implement the above, the Town vote to raise and appropriate the sum of $12,162.00 and that appropriation be apportioned to the various department salary lines as needed.

Unanimous voice vote

Article 12.

Voted – To set the operating budget at $11,551,436.00 as printed in the warrant and voted to raise and appropriate $11,416,890.00 and transfer from ambulance receipts reserved the sum of $30,000.00 and transfer from Windmill receipts reserved $3,200.00 and transfer from free cash $95,000.00 and transfer $6,346.00 for the purpose of funding the FY00 operating budget.

Unanimous voice vote

Article 13.

Voted – To acquire items and make improvements as printed in the warrant at a total cost of $455,600.00 funded by the following:

raise and appropriating $5,000.00
transferring $382,800.00 from free cash
transferring $44,000.00 from Ambulance Receipts Reserved
transferring $3,800.00 from Boat Excise
transferring $20,000.00 Beach Receipts Reserved

Unanimous voice vote

Article 14.

Voted – To accept the Capital Improvement Plan for FY2001 to FY2005 in accordance with the requirements of the Town of Eastham Home Rule Charter Section 6-5.

Unanimous voice vote

Article 15.

Voted – To amend the Implementing Bylaws Section of the Eastham Home Rule Charter Section 9-3-1 by deleting after the words, "annual compensation" the words "not to exceed one thousand dollars", so that the section reads as follows:

Members of the Board of Selectmen shall each receive annual compensation and necessary expenses incurred in the performance of their duties of office as provided by the General Laws and Vote of the Town.

Majority voice vote

Article 16.

Voted – To fix the salary and compensation of all elected officials of the Town as provided by Section 108, Chapter 41 of the General Laws as amended, and further to raise and appropriate the sum of $77,382.45 to be appropriated to the various positions as printed in the warrant.

Unanimous voice vote

Article 17.

Voted – To transfer from May 5, 1998 Annual Town Meeting Article 23, the sum of $31,800.00 for the purpose of meeting the remaining expenses for the Fiscal Year 1999, and appropriate the sums to the various departments as follows:

Annual Town Meeting May 1998, Article 12,

Line #47 Dispatching Salary $2,500.00
Line #20 Elections Salary $1,800.00
Line #13 Legal Expense $15,000.00
Line #15 Data Processing $4,000.00
Line #61 Sanitation Expense $7,500.00
Line #17 Central Purchasing $1,000.00

Unanimous voice vote

Article 18.

Voted – To transfer from free cash the sum of $990.46 for the purposes of paying the unpaid bills for Community Newspaper Co. $223.25 and Cape Cod Collaborative Medicare Billing fees $767.21.

Unanimous voice vote

Article 19.

It was moved and seconded by the Board of Selectmen to indefinitely postpone action on this article.

Unanimous voice vote

Article 20.

Voted – To authorize the Board of Selectmen to purchase, take or otherwise acquire 66 square feet more or less of land shown on Assessors Map 11, Parcel 302 and being part of land owned by Armand & Jean Normandy and referenced in a deed filed at Barnstable County Deeds, Book 2921 Page 201, as printed in the warrant, and further to transfer from free cash the sum of $1,535.00 to cover the cost of acquiring the property rights and paying legal, surveying and land registration costs.

Unanimous voice vote

Article 21.

Voted – To transfer from free cash the sum of $20,000.00 to be used by all departments as approved by the Board of Selectmen, as the municipal match for private, state, and federal grants.

Unanimous voice vote

Article 22.

Voted – To adopt as a Town Bylaw the Tobacco Control Bylaw as printed in the warrant and to amend this article by deleting the word "eighteen" in Section G 3B and replace it with the word "fifteen", and to further amend Section H, Variances by adding after Section C, the following:

D. Variance to other requirements of this regulation may be considered by the Board of Health and may be granted based on a finding by the Board of Health that enforcement of the bylaw would do manifest injustice. The Board of Health may adopt supplemental implementing regulations after a public hearing with publication in a newspaper of general circulation at least two weeks prior to the hearing. These regulations shall state the procedures for application and specific standards for the review of variances.

Passed by Hand Count as amended 184 Yes 86 No
passed necessary 2/3rds

Article 23.

Voted – To amend the Eastham Zoning Bylaws accepted at a Special Town Meeting April 19, 1988 and as amended through May 5, 1998, Section II Definitions, Section V uses, District C by adding the following:

Adult Uses: Any of the following uses, as defined in MGL Chapter 40A, Section 9A; Adult Bookstore, Adult Motion Picture Theater, Adult Paraphernalia Store, Adult Video Store, Establishments which display Live Nudity.

and further to amend, Section V Uses, District C by adding the following at the beginning of the second sentence: "except as otherwise noted," so that it reads:

Except as otherwise noted, sales, retail or wholesale shall be permitted so long as they are strictly incidental to the primary use".

and further to amend Section V Uses, District C by adding a new paragraph:

"Adult uses as defined in Section II of this Bylaw may only be permitted by a grant of a special permit by the Zoning Board of Appeals."

Unanimous voice vote

Article 24.

Voted – To amend the existing Town of Eastham Zoning Bylaw accepted at Special Town Meeting April 19, 1988 and as amended through May 5, 1998 by deleting Section VIII-Prohibited Uses E in its entirety; said section currently reads;

"Retail sales, rentals, or distribution of pornographic materials."

Unanimous voice vote

Article 25.

Voted – To amend the Eastham Zoning Bylaws accepted at a Special Town Meeting April 19, 1988 and as amended through May 5, 1998, by deleting Section VIII-Prohibited Uses F, II, in its entirety. (see warrant)

Unanimous voice vote

Article 26.

Voted – To amend the Eastham Zoning Bylaws accepted at a Special Town Meeting April 19, 1988 and as amended through May 5, 1998, Section II Definitions by adding a new definition, "Convenience Store."

Passed by Hand Count 142 Yes 20 No

Article 27.

Voted – To amend the Eastham Zoning Bylaws accepted at a Special Town Meeting April 19, 1988 and as amended through May 5, 1998, Section VI Flood Plain Zoning, by reorganizing the sections as follows:

Article I. Statement of Purpose and Existing Regulations
Article II. Flood Plain District Boundaries and Base Flood Elevation Data
Article III. Use Regulations

Unanimous voice vote

Article 28.

Voted – To indefinitely postpone taking action on this article.

Unanimous voice vote

Article 29.

Voted – To amend the Town of Eastham Wetlands Bylaws adopted at the Annual Town Meeting May 1980 and amended through May 1990, by deleting it in its entirety, and replacing it with the Bylaw as printed in the warrant.

Unanimous voice vote

Article 30.

Voted – To transfer from the Fiscal Year 00, Hotel Motel Excise Tax, so-called the sum of $10,000.00 in accordance with Annual Town Meeting Article 26, May 4, 1998 to the Eastham Promotions Fund, to be spent on the following projects for FY00, as presented to the voters at the Special Town Meeting (within the continuation of the Annual held June 29, 1999):

Lighting of "Welcome to Eastham Signs"	$1,800.00
Landscaping Front Garden of Windmill Green	$2,400.00
Maps along the Bike Trail	$1,875.00
Smart Travel Flyer	$1,120.00
Information Computer Service Year Round	$2,800.00

Majority voice vote

Article 31.

Voted – To authorize the Board of Selectmen to enter into an Intermunicipal Agreement for the purpose of funding and operating a skateboard park and further to allow the Beach and Recreation Administrator to represent the Town in all matters concerning the operation of the facility as printed in the warrant.

Unanimous voice vote

Article 32.

Voted – To accept as a Town way the private way known as Salt Winds Drive which is shown on a plan of land recorded at Barnstable County Registry of Deeds Book 379, Page 39.

Unanimous voice vote

Article 33.

This article failed to pass by majority voice vote. (see warrant article)

Article 34.

Voted – To transfer from free cash the sum of $5,000.00 to finance operational costs relative to the Juice Bar. This was to be a one time assistance to the Juice Bar and both the Finance Committee and Selectmen will ask for a monthly accounting of the expenditures over the next year.

Majority voice vote

Article 35.

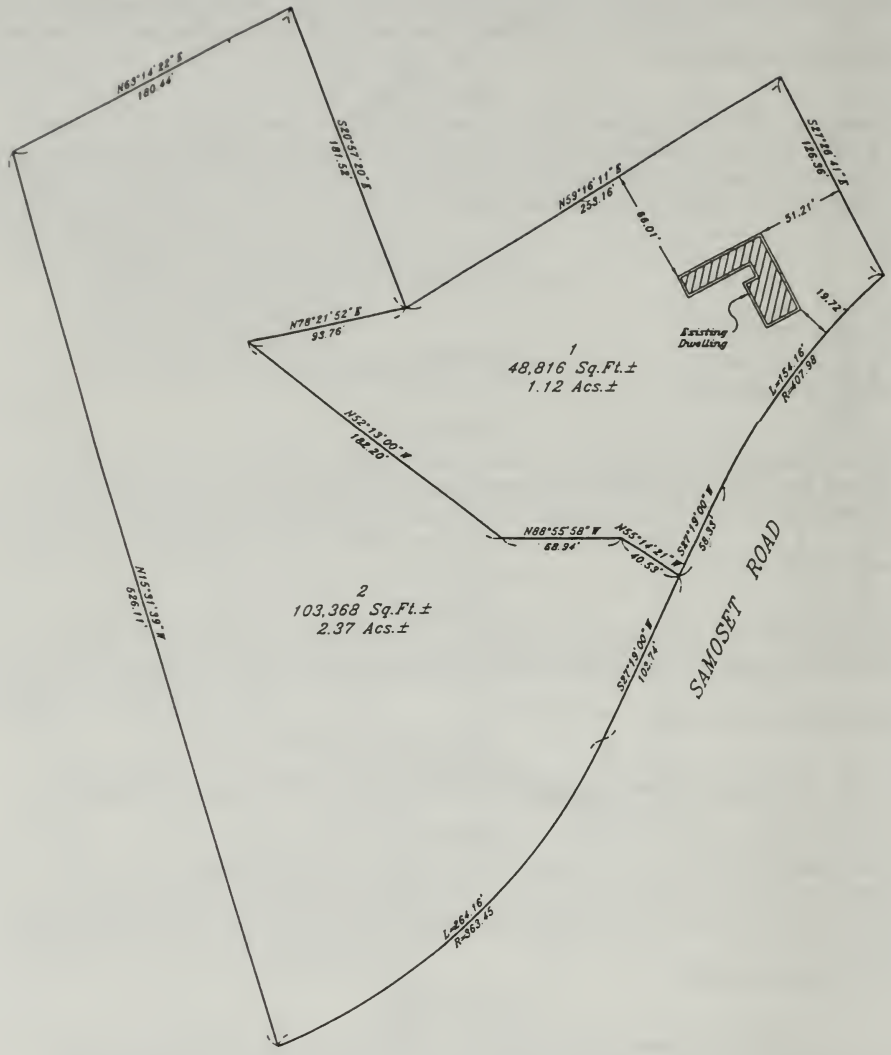
This article failed to pass by majority voice vote. (see warrant article)

There being no other business to come before Town Meeting the Selectmen moved and seconded a motion to dissolve Town Meeting at 8:40 p.m. The Moderator declared Town Meeting dissolved.

A True Copy Attest:

Lillian Lamperti
Town Clerk

BIKE TRAIL MAP



ASSESSORS MAP

ARTICLE 1 – LAND ACQUISITION

TOWN OF EASTHAM
TOWN ELECTION

MAY 18, 1999

Pursuant to the provisions of the foregoing warrant the voters assembled in the Town Hall to vote on the following slate of offices. The Warden, Deputy Warden and election tellers were sworn to their duties and the polls opened at 10:00 a.m. There were 3794 registered voters eligible to vote.

The following are the results of that election:

Moderator — One Year Term	
Henry M. Curtis	274
George Higgins (write in)	13
Blanks	52
Total	339
Selectman — Three Year Term – Vote for Two	
Kenelm Collins	241
Linda Burt	275
Blanks	162
Total	339
Town Clerk – Three Year Term	
Lillian Lamperti	299
Blanks	40
Total	339
Treasurer/Collector – Three Year Term	
Joan Plante	292
Blanks	47
Total	339
Elementary School Committee – Three Year Term – Vote for Two	
Josephine Mines	275
David Sheptyck	241
Blanks	162
Total	678
Housing Authority – One Year Unexpired Term	
David Skiba	282
Blanks	57
Total	339
Housing Authority – Two Year Unexpired Term	
Doreen Cahill	277
Blanks	62
Total	339
Housing Authority – Three Year Unexpired Term	
Peter Markunas	281
Blanks	58
Total	339

Public Library Trustee – Three Year Term

Susan Vance	309
Blanks	30
Total	339

The voter lists were verified and agreed with the ballot box when the polls closed at 7:00 p.m. The Town Clerk read and posted the results of the election. A total of 339 persons cast ballots.

A True Copy Attest:

Lillian Lamperti
Town Clerk

TOWN OF EASTHAM
SPECIAL TOWN MEETING WARRANT

Commonwealth of Massachusetts
Barnstable, ss.
To: Either of the Constables of the Town of Eastham
in the County of Barnstable

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in Elections and Town affairs to meet at the Nauset Regional High School Auditorium Tuesday, the twenty-ninth day of June, Nineteen Hundred and ninety-nine at Seven thirty o'clock in the evening, then and there to act on the following articles in this warrant.

ARTICLE 1

To see if the Town will vote to appropriate by borrowing a sum of money for the purpose of acquiring land for recreation, conservation and open space purposes as provided for in Chapter 293 of the Acts of 1998, the Land Bank Bill so called, or under any other enabling authority, and that to meet this appropriation, the Treasurer is authorized to borrow a sum of money under Chapter 44, Section 7 (3), in anticipation of revenue to be raised for this purpose under Section 6 of said Chapter 293; or take any action relative thereto.

By Board of Selectmen/Land Bank Acquisition Committee

SUMMARY

The Land Bank is effective with the tax assessment for July 1, 1999. This article is anticipated to direct the spending of the land bank monies from both the state and local level. It is the intent of this article that if necessary, a land purchase will be funded by borrowing with the debt costs to be paid by land bank receipts. The Land Acquisition Committee will make a purchase recommendation. This article will require a 2/3 vote.

BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting
FINANCE COMMITTEE AND RECOMMENDATION: At Town Meeting

ARTICLE 2

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **$9,500.00** for the purposes of securing an easement from the Department of Environmental Management as set forth in Chapter 677 of the Acts of 1985, said easement to provide pedestrian and vehicular access to Town owned lands located off Nauset Road in part located between the bike path and the Cape Cod National Seashore property, and currently used or planned to be used for general municipal purposes including but not limited to sand and gravel fill extraction, construction maintenance of a communications tower, and parking and recreational use, said easement shown on a plan entitled Plan of Easement for Town of Eastham, Eastham, MA, Scale 1" = 40', dated December 14, 1984, Book 391, Page 56 and containing 12,613 square feet, assessors map 5; or take any action relative thereto.

SUMMARY

This article will appropriate funds to pay for the easement granted to the Town in 1984. The plan showing the easement, located on the NE side of Nauset Road on the Bike Path right of way, was recorded in 1984 at the Barnstable County Registry of Deeds. A deed of easement was not executed as the fee due the Commonwealth was not paid. This fact was not immediately clear. The fee for the easement may be negotiated to reduce the monetary commitment by contributing staff time and materials possibly in the form of a bike parking lot on Town owned land abutting the bike path, or other consideration. The maximum cost is requested in the article in the

event that no "in kind" arrangements can be made. This easement is necessary to secure the Town's access to critical sand and gravel supplies used by the DPW department in the construction of roads and in snow and ice control. This article will require a 2/3 majority vote, as it is to acquire an interest in land.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: At Town Meeting

ARTICLE 3

To see if the Town will vote to amend the existing Town of Eastham Zoning Bylaws, accepted at Special Town Meeting April 19, 1988 and as amended through May, 1999, Section II Definitions, Restaurant, Drive-In and Restaurant, Fast Food by deleting the last sentence in each definition and adding the following:

This definition to expire June 29, 2000.

Or take any action relative thereto.

By Planning Board

SUMMARY

The Planning Board is in the process of assessing the issue of food service use in Town and is not yet prepared to put forward a bylaw change. The extension of these definitions for another year will give the Board an opportunity to make amendments to the current definitions for presentation at the 2000 Annual Town Meeting. This article will require a simple majority vote.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: At Town Meeting

ARTICLE 4

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **$60,000.00** for the purposes of hiring consultants and undertaking duties for the Fiscal Year 2001 property revaluation in the Town of Eastham; or take any action relative thereto.

By Board of Assessors/Board of Selectmen

SUMMARY

The requirements of state law mandate that once in every three years, the Town is required to revalue all the properties based on changes in the market. This process was last done in FY98 and must be undertaken again in FY00, to impact the FY01 tax year. This article will require a simple majority vote.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: At Town Meeting

ARTICLE 5

To see if the Town will vote to fund an agreement between the Eastham Employees Association representing the Town of Eastham Clerical and Department Head employees for the period July 1, 1999 to June 30, 2001 and further to raise and appropriate or transfer from available funds a sum of money for the purpose of funding an FY00 salary adjustment for the Eastham Employees Association; or take any action relative thereto.

By Board of Selectmen

SUMMARY

This article will fund a negotiated contract settlement for wages and benefits for approximately 35 covered positions. This article will require a simple majority vote.
BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting
FINANCE COMMITTEE RECOMMENDATION: At Town Meeting

ARTICLE 6

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **$1,000.00** to join with other towns and the Cape Cod Commission to fund the hiring of a consultant to investigate various aspects of identifying and

mapping the preferred locations to create a seamless communications tower network, or take any action relative thereto.

SUMMARY

The Cape Cod Commission is organizing a Cape Wide effort to map optimum locations for a cellular network in an effort to minimize the number of cellular towers that will be required. The money will be given to the Commission to be joined with funds from other towns to hire a consultant to undertake the mapping effort. This article requires a majority vote.

BOARD OF SELECTMEN RECOMMENDATION: 1-4 not recommended
FINANCE COMMITTEE RECOMMENDATION: At Town Meeting

ARTICLE 7

To see if the Town will vote to accept the spending plan presented by the Visitors Services Board, (Promotions Committee) in accordance with procedures adopted as Article 26, Section 4, May 4, 1998, Annual Town Meeting, said $10,000 in funds to be spent on the following projects:

Lighting of "Welcome to Eastham Signs"	$1,800.00
Landscaping Front Garden of Windmill Green	2,400.00
Maps along the Bike Trail	1,875.00
Smart Travel Flyer	1,120.00
Information Computer Service Year Round	2,800.00

SUMMARY

This is a follow up to the funds approved at the Annual Town Meeting on May 3, 1999. The above is a list of specific projects and items to be funded by the appropriation.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: At Town Meeting

ARTICLE 8

To do or act on anything which may legally come before this meeting.

By Board of Selectmen

You are directed to serve this Warrant by posting attested copies thereof at the Post Office in Eastham and North Eastham fourteen days at least before the date of holding said meeting.

Hereof, fail not and make due return of this Warrant and your doings thereon to the Town Clerk at the time and place of holding said meeting.

Give under our hands and seals this 14th day of June in the year of our Lord, One Thousand Nineteen Hundred and Ninety Nine.

Thomas L. Newton
Chairman

Linda Burt

Kenelm N. Collins

Madeleine A. Bebout

David W. Crary
BOARD OF SELECTMEN

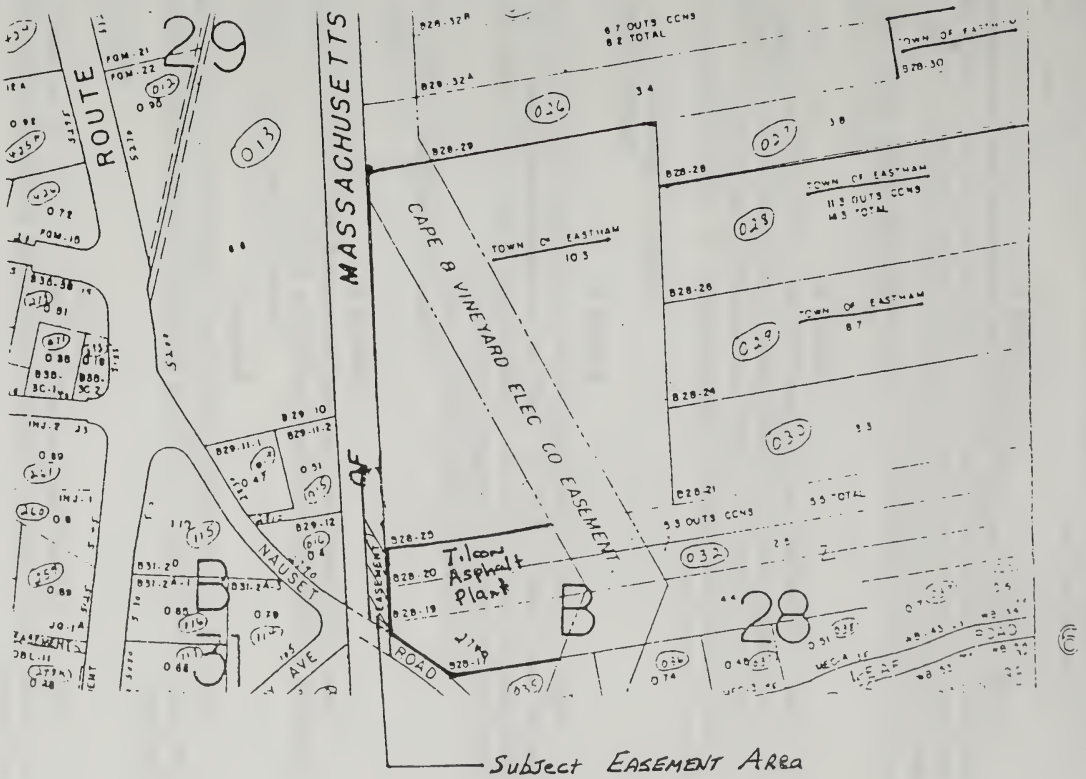
Greetings:

In pursuance of the conditions of the foregoing warrant, I have posted attested copies, one each at the Post Office in Eastham and North Eastham seven days before time of said meeting.

Donald Watson, Constable

A True Copy Attest:
Lillian Lamperti, Town Clerk

ARTICLE 2


ROUTE 6
MASSACHUSETTS
CAPE & VINEYARD ELEC CO EASEMENT
TOWN OF EASTHAM
NAUSET ROAD
Tilcon Asphalt Plant
Subject EASEMENT AREA

SPECIAL TOWN MEETING MINUTES

JUNE 29, 1999

Pursuant to the provisions of the foregoing warrant, the voters assembled at the Nauset Regional High School Auditorium on Tuesday, the twenty-ninth day of June, Nineteen Hundred and ninety-nine at Seven thirty o'clock in the evening and voted on the following articles:

Article 1.

Voted – To authorize the Board of Selectmen to purchase as open space parcels pursuant to Chapter 293 of the Acts of 1998, the Land Bank so-called, to be held for the purposes set out in Section 3 of said Chapter 293, three parcels of land, see attached Sheet.

Passed by Hand Count – Yes 187 No 4
Passed necessary 2/3rds

Article 2.

Voted – To transfer from free cash the sum of $9,500.00 for the purpose of paying for an easement from the Department of Environmental Management as set forth in Chapter 677, of the Acts of 1985, and recorded in the Barnstable County Registry of Deeds, Book 391, Page 56 Assessors Map 5, for general municipal purposes as printed in the warrant.

Passed by Hand Cont – Yes 178 No 7
Passed necessary 2/3rds

Article 3.

Voted – To amend the existing Town of Eastham Zoning Bylaws, accepted at Special Town Meeting April 19, 1988 and amended through May, 1999, Section II Definitions, Restaurant, Drive-In and Restaurant, Fast Food by deleting the last sentence in each definition and adding the following:

This definition to expire June 29, 2000.

Passed the necessary 2/3rds in the opinion of the Moderator

Article 4.

Voted – To transfer from free cash the sum of $60,000.00 to hire consultants to undertake a revaluation of Town properties for FY01.

Passed by Hand Count – Yes 136 No 64

Article 5.

Voted – To raise and appropriate the sum of $16,000.00 to fund a one year contract settlement between the Town of Eastham Employees Assoc. and the Town of Eastham.

Majority voice vote

Article 6.

Voted – To transfer from free cash, the sum of $1,000.00 to join with other Towns and the Cape Cod National Seashore for purposes of mapping locations for a cellular network.

Majority voice vote

Article 7.

Voted – To accept the spending plan presented by the Visitors Services Board, (Promotions Committee) in accordance with procedures adopted as Article 26, Section 4, May 4, 1998, Annual Town Meeting, said $10,000.00 in funds to be spent on the following projects:

Lighting of "Welcome to Eastham Signs"	$1,800.00
Landscaping Front Garden of Windmill Green	$2,400.00
Maps along the Bike Trail	$1,875.00
Smart Travel Flyer	$1,120.00
Information Computer Service Year Round	$2,800.00

The funds for this project were approved at the Annual Town Meeting held on May 3, 1999.

There being no other business to come before the Town the Selectmen moved and seconded a motion to dissolve Town Meeting. The Moderator so declared. There was a quorum of 5% (190) in attendance.

A True Copy Attest:

Lillian Lamperti
Town Clerk

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TELEPHONE LISTING & OFFICE HOURS

POLICE - EMERGENCY 911
Non Emergency 255-0551
FIRE - EMERGENCY 911
Non Emergency 255-2324

TOWN HALL (for all departments) 240-5900
Assessing
Town Accountant
Town Clerk and Registrar
Treasurer/Collector
Most of the offices of the Town are open from 8:00 A.M. to 4:00 P.M. with exceptions as noted:
Building and Health Dept.
Monday through Friday 7:30 A.M. to 4:00 P.M.
Wiring Inspector
Available in Bldg. Dept. Mon., Wed. & Fri. 8 to 8:30 A.M.
Plumbing Inspector
Available in Bldg. Dept. Tues. & Thurs. from 7:30 A.M. to 8:30 A.M.

Treasurer/Collector (Direct Line) 240-5919
Deputy Tax Collector (Hyannis) 790-3443
Animal Control Officer 255-0551
Conservation Commission
at Nat. Resources/Town Garage Building on Old Orchard Road 240-5971
Council on Aging
at 1405 Nauset Road 255-6164
Library (Samoset Road) 240-5950
Natural Resources
at Nat. Resources/Town Garage Building on Old Orchard Road 240-5972
Public Works Department
at Nat. Resources/Town Garage Building on Old Orchard Road 240-5973
Recreation Director 240-5974
Sanitary Landfill 240-5970
Located on Old Orchard Road. Hours of operation are Saturday through Wednesday 7:30 A.M. to 4:00 P.M. Closed Thursday and Friday
Schools
Eastham Elementary 255-0808
Nauset Regional High (Cable Road, No. Eastham) 255-1505
Supt. of Schools (Eldredge Pkwy., Orleans) 255-8800
Veterans Services (Harwich) 430-7510
VNA of Central Cape Cod & Outer Cape Cod ..... (800-696-0303)

BOARD OF SELECTMEN meets in Open Session in Eastham Town Hall Large Hearing Room as posted on the Town Hall Entrance bulletin board.